AG365-14 3/90

MEDICAL GROUP MANAGEMENT ASSOCIATION

PHYSICIAN COMPENSATION SURVEY REPORT

1989 REPORT BASED ON 1988 DATA

Funding support for this survey was provided by Cejka & Company, St. Louis, Missouri

CRAHCA

CENTER FOR RESEARCH
IN AMBULATORY
HEALTH CARE ADMINISTRATION

Medical Group Management Association

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IN AMBULATORY
HEALTH CARE ADMINISTRATION

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The 1989 Physician Compensation Survey Report presents the results of a survey conducted by the Center for Research in Ambulatory Health Care Administration (CRAHCA), research arm of the Medical Group Management Association. Funding support for this survey was provided by a grant from Cejka & Company of St. Louis, Missouri.

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Center for Research in Ambulatory Health Care Administration
1355 South Colorado Boulevard, Suite 900
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ISSN 0898-5707

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Medical Group Management Association
1989 Physician Compensation Survey Report Based on 1988 Data

Introduction

The *1989 MGMA Physician Compensation Survey Report* presents summary statistics regarding the compensation of physicians and allied healthcare professionals of MGMA member group practices. The development of the Physician Compensation Survey questionnaire and the analysis of responses was supported by a grant from Cejka & Company to the Center for Research in Ambulatory Health Care Administration (CRAHCA). Cejka & Company is a national consulting firm headquartered in St. Louis, Missouri, that specializes in physician compensation and recruiting consultations.

The information contained in the *1989 MGMA Physician Compensation Survey Report* is presented solely for the purpose of informing physicians and administrators of ranges of compensation levels of medical group providers. Data are not meant to represent definitive compensation levels. Users of this report are cautioned against the establishment of common compensation scales or any agreement to fix prices or fees in violation of federal or state antitrust laws.

How This Report Was Computed

Survey questionnaires were mailed to 3663 nonuniversity-affiliated MGMA member groups in March 1989. There were 698 surveys returned, reflecting a response rate of 19.1 percent. Of the 698 returned questionnaires, 688 were used to compile the nondemographic tables presented in this report. Data from ten surveys were removed from the data base because the responding medical group affiliation was other than freestanding or hospital. Individual data were also deleted from the data base if a physician salary was less than $20,000 per year or if an allied healthcare professional salary was less than $10,000 per year. In addition, data for all professionals born before 1923 were deleted from the data base. The net result of all these deletion criteria is that MGMA was able to use data for 12,291 physicians and allied healthcare providers out of an original sample of 13,132 for a data retention rate of 93.6 percent.

This report is copyrighted by the Center for Research in Ambulatory Health Care Administration, the research arm of the Medical Group Management Association. The MGMA/CRAHCA staff realizes the sensitive nature of physician compensation information and maintains strict confidentiality in the treatment of individual responses.

The survey questionnaire is reprinted on pages 31-32 of this report. Please refer to the questionnaire and its instructions to better understand how data were calculated for this report. If you have a question concerning the survey results, or comments on how this report or the survey questionnaire could be improved, please contact one of the members of the MGMA Financial Management Committee or the MGMA/CRAHCA staff. Your continued participation in your association's surveys is greatly appreciated.

October 1, 1989
—1989 MGMA Financial Management
Committee and the MGMA/CRAHCA Staff

How to Use This Report

The *1989 MGMA Physician Compensation Survey Report* is designed to assist physicians and administrators to evaluate the patterns of compensation of medical group physicians. When analyzing the data in this report, the following definitions and caveats should be kept in mind:

1. Physician compensation is defined as the gross dollar amount paid by the medical group in fiscal/calendar year 1988, including taxable salary (after salary deferrals to 401K or Keogh plans), incentive payments, research stipends, honoraria, and all bonuses. Compensation does not include the dollar value of fringe benefits paid by the medical group such as retirement plan contributions, life and health insurance, and automobile usage.
2. Data for academic physicians are contained in a separate report, the *1989 APA Faculty Compensation and Production Survey Report*. Information regarding this report can be obtained from the MGMA Order Department.
3. Professional service production in this report is synonymous with the total gross charges of each physician or allied healthcare professional. Gross charges are the full dollar value, at the group's established rates, of services provided to patients, before reduction by discounts, contractual arrangements, bad debts, etc. The charges associated with the sale of hearing aids, eyeglasses, contact lenses, etc. are not included.
4. In order to insure anonymity in this report, data are suppressed when the number of responses in any table cell is less than ten. This situation is indicated by an asterisk in the compensation or production columns.
5. In order to provide the most accurate statistics for physician compensation, **median** salaries were used throughout the tables and graphs in the report. Simply stated, the median is the midpoint of all responses by participants. Use of median salaries as the reported statistic reduces the distortion that may occur when extremely high or low salaries are reported.
6. Extreme caution should be used in interpreting the data in this report. All data from the *1989 MGMA Physician Compensation Survey Report* are compiled from questionnaires **voluntarily** returned by MGMA member groups responding to the survey. No effort whatsoever was made to design, implement, and enforce a stratified random sampling procedure that would help ensure that the data presented in this report are representative of MGMA group practices in general. Due to the voluntary nature of the responses to this survey, there is most likely an element of self-selection bias in the survey results. Therefore, any generalizations made concerning physicians employed by MGMA member groups, or the United States physician population as a whole, should be regarded with caution. In essence, these results are only valid for the MGMA member groups voluntarily participating in this survey. Additional caution should be used when interpreting results for any table cell where the number of responses is less than 20. For cells with small sample sizes, additional observations could significantly change the results.

Demographic Profile of Responding Medical Groups

Table A: Geographic Distribution (MGMA Section)

	Frequency	Percent
Eastern	116	16.6%
Midwest	223	31.9%
Southern	186	26.6%
Western	173	24.8%
TOTAL	698	100.0%

Table B: Size of Medical Group (Number of FTE Physicians)

	Frequency	Percent
15 or Less	478	69.0%
16 to 35	120	17.3%
36 to 100	78	11.3%
101 or More	17	2.5%
TOTAL	693	100.0%
Missing	5	

Table C: Type of Medical Group

	Frequency	Percent
Single Specialty	375	53.7%
Multispecialty	323	46.3%
TOTAL	698	100.0%

Table D: Percent of Group Revenue Attributed to Managed Care

	Frequency	Percent
None	228	32.7%
20 Percent or Less	314	45.0%
21 to 40 Percent	101	14.5%
Over 40 Percent	55	7.9%
TOTAL	698	100.0%

Table E: Organizational Affiliation

	Frequency	Percent
Freestanding	617	89.0%
Hospital	71	10.2%
University	2	0.3%
Government	2	0.3%
Other	1	0.1%
TOTAL	693	100.0%
Missing	5	

Table F: Legal Organization

	Frequency	Percent
Professional Corporation	515	74.2%
Partnership	82	11.8%
Not-for-Profit Corporation	26	3.7%
Sole Proprietorship	4	.6%
Business Corporation	49	7.1%
Other	18	2.6%
TOTAL	694	100.0%
Missing	4	

Table G: Location of Primary Clinic Facility

	Frequency	Percent
Central City (Population over 500,000)	104	15.0%
Suburban (Population over 500,000)	106	15.3%
Central City (Population 100,000 to 500,000)	127	18.3%
Suburban (Population 100,000 to 500,000)	70	10.1%
City (Population 50,000 to 99,999)	86	12.4%
City (Population 20,000 to 49,999)	104	15.0%
Rural (Population Less than 20,000)	98	14.1%
TOTAL	695	100.0%
Missing	3	

Table H: Length of Time to Complete Questionnaire

	Frequency	Percent
1 Hour or Less	317	47.7%
1.1 to 2 Hours	171	25.7%
2.1 to 4 Hours	84	12.6%
4.1 to 8 Hours	57	8.6%
8.1 to 16 Hours	26	3.9%
More than 16 Hours	10	1.5%
TOTAL	665	100.0%
Missing	33	

Note: Percentages may not sum to 100% due to rounding.

Physician Compensation Methods of Responding Medical Groups

Table I: Type of Compensation Method

	Frequency	Percent
100% Equal Share	68	9.9%
Straight Salary	30	4.4%
Salary Plus Bonus	162	23.5%
50% or Less Productivity	52	7.6%
51% to 70% Productivity	74	10.8%
71% to 99% Productivity	130	18.9%
100% Productivity	148	21.5%
Other	24	3.5%
TOTAL	688	100.0%
Missing	10	

Table J: Type of Physician Compensation for Services to Managed Care Patients

	Frequency	Percent
Same as Fee-for-Service	573	89.0%
Compensation in Proportion to Managed Care Payment	24	3.7%
Capitation	10	1.6%
Combination of Discount and Capitation	13	2.0%
Straight Salary	2	.3%
Salary Plus Bonus	9	1.4%
Fixed Amount per Patient Visit	1	.2%
Other	12	1.9%
TOTAL	644	100.0%
Missing	54	

Table K: Planned Changes to Physician Compensation Method

	Frequency	Percent
No Change Planned	540	79.3%
Increase Percentage Based on Production	65	9.5%
Decrease Percentage Based on Production	15	2.2%
Move to Salary Based System	6	.9%
Other	55	8.1%
TOTAL	681	100.0%
Missing	17	

Table L: Compensation Method during Physician's First Year of Practice

	Frequency	Percent
Straight Salary	369	55.3%
Guarantee with Discounted Percentage of Group Formula	114	17.1%
Guarantee with Same Formula as Rest of Group	106	15.9%
Other	78	11.7%
TOTAL	667	100.0%
Missing	31	

Note: Percentages may not sum to 100% due to rounding.

Demographic Profile of Physicians

Table M: Age

	Frequency	Percent
21 to 35 Years	2,162	20.1%
36 to 42 Years	3,558	33.1%
43 to 50 Years	2,592	24.1%
51 to 65 Years	2,450	22.8%
TOTAL	10,762	100.0%
Missing	1,733	

Table N: Gender

	Frequency	Percent
Male	11,205	91.7%
Female	1,017	8.3%
TOTAL	12,222	100.0%
Missing	273	

Table O: Compensation Category

	Frequency	Percent
$70,000 or Less	1,183	9.5%
$70,001 to $85,000	1,373	11.0%
$85,001 to $100,000	1,594	12.8%
$100,001 to $120,000	1,737	14.0%
$120,001 to $145,000	1,680	13.5%
$145,001 to $180,000	1,534	12.3%
$180,001 to $255,000	1,722	13.9%
$255,001 or More	1,605	12.9%
TOTAL	12,428	100.0%
Missing	67	

Table P: Years in Specialty

	Frequency	Percent
1 to 2 Years	925	9.0%
3 to 10 Years	4,096	39.8%
11 to 20 Years	3,261	31.7%
21 or More Years	2,008	19.5%
TOTAL	10,290	100.0%
Missing	2,205	

Table Q: Shareholder/Partner in Medical Group

	Frequency	Percent
Yes	8,881	73.2%
No	3,253	26.8%
TOTAL	12,134	100.0%
Missing	361	

Table R: Percentage of Production Attributed to Managed Care

	Frequency	Percent
None	4,596	36.8%
1 to 20 Percent	4,030	32.3%
21 to 40 Percent	1,843	14.7%
Over 40 Percent	2,026	16.2%
TOTAL	12,495	100.0%

Note: Percentages may not sum to 100% due to rounding.

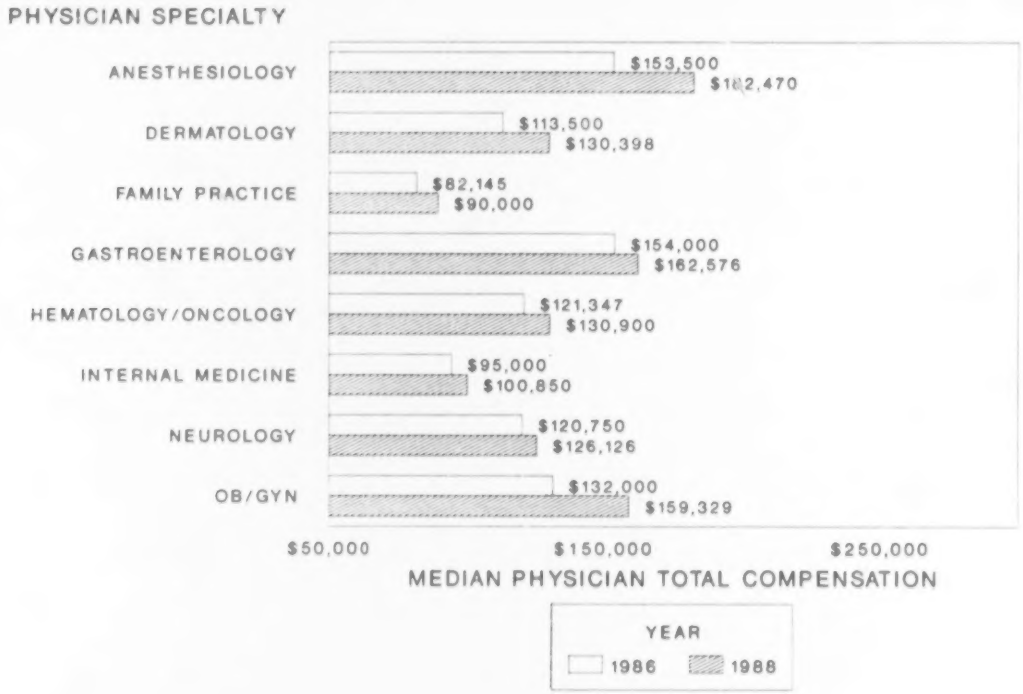
Medical Group Management Association
1989 Physician Compensation Survey Based on 1988 Data

Table 1: Changes in Median Physician Total Compensation: 1986-1988

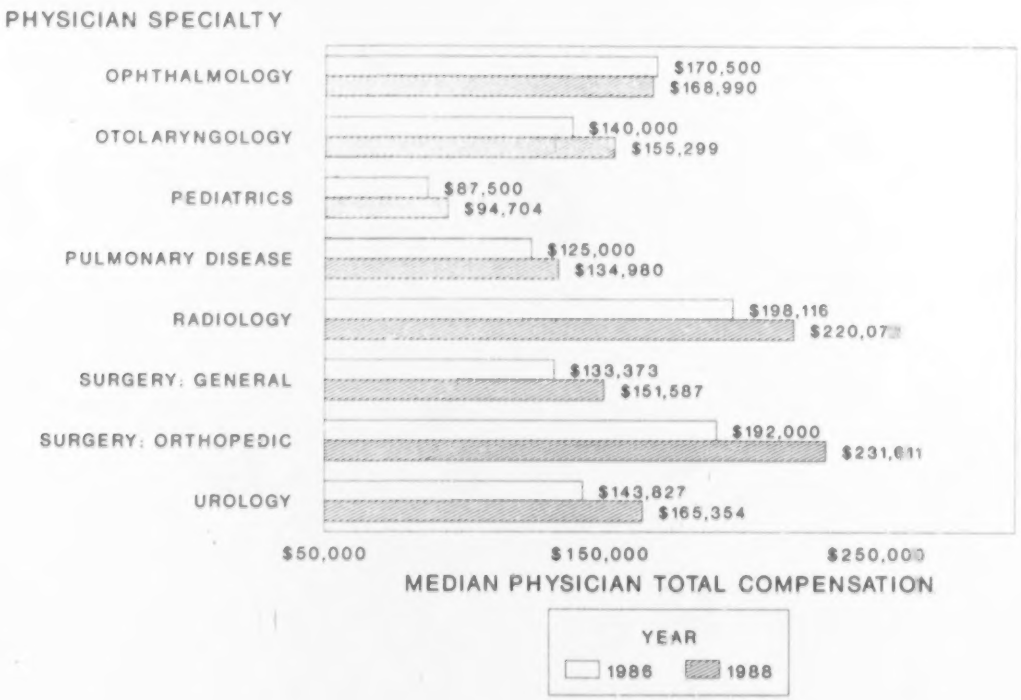
SPECIALTY	1986 DATA		1988 DATA		% CHANGE IN MEDIAN 1986 TO 1988
	NUMBER OF RESPONSES	MEDIAN	NUMBER OF RESPONSES	MEDIAN	
ALLERGY/IMMUNOLOGY	78	$111,500	111	$124,000	11.21%
ANESTHESIOLOGY	244	$153,500	264	$182,470	18.87%
DERMATOLOGY	150	$113,500	195	$130,398	14.89%
EMERGENCY MEDICINE	132	$96,000	182	$104,000	8.33%
ENDOCRINOLOGY/METABOLISM	85	$100,500	122	$112,665	12.10%
FAMILY PRACTICE	1,499	$82,145	2,133	$90,000	9.56%
GASTROENTEROLOGY	261	$154,000	304	$162,576	5.57%
GYNECOLOGY	36	$120,000	38	$148,547	23.79%
HEMATOLOGY/ONCOLOGY	250	$121,347	271	$130,900	7.87%
INFECTIOUS DISEASE	38	$117,436	66	$114,114	-2.83%
INTERNAL MEDICINE	1,301	$95,000	1,435	$100,850	6.16%
NEONATOLOGY	15	$181,000	38	$154,289	-14.76%
NEPHROLOGY	85	$132,000	102	$124,603	-5.60%
NEUROLOGY	170	$120,750	277	$126,126	4.45%
OBSTETRICS/GYNECOLOGY	687	$132,000	786	$159,329	20.70%
OCCUPATIONAL MEDICINE	23	$75,000	52	$95,445	27.26%
OPHTHALMOLOGY	244	$170,500	328	$168,990	-0.89%
OTOLARYNGOLOGY	191	$140,000	264	$155,299	10.93%
PATHOLOGY	127	$148,000	91	$139,000	-6.08%
PEDIATRICS	693	$87,500	856	$94,704	8.23%
PHYSICAL MEDICINE	11	$92,500	42	$123,000	32.97%
PSYCHIATRY	121	$92,500	174	$96,870	4.72%
PULMONARY DISEASE	147	$125,000	240	$134,980	7.98%
RADIOLOGY	443	$198,116	446	$220,072	11.08%
RADIOLOGY: THERAPEUTIC	25	$161,000	56	$193,068	19.92%
RHEUMATOLOGY	110	$105,285	150	$108,131	2.70%
SURGERY: CARDIOVASCULAR	77	$298,000	85	$316,837	6.32%
SURGERY: GENERAL	539	$133,373	632	$151,587	13.66%
SURGERY: NEUROLOGICAL	59	$232,000	107	$316,765	36.54%
SURGERY: ORAL	11	$126,000	21	$131,045	4.00%
SURGERY: ORTHOPEDIC	609	$192,000	752	$231,611	20.63%
SURGERY: PLASTIC	31	$175,000	38	$173,983	0.57%
UROLOGY	201	$143,827	261	$165,354	14.97%

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. FOR 1986, DATA FOR UNIVERSITY AFFILIATED MEDICAL GROUPS AND PHYSICIANS EARNING LESS THAN $25,000 PER YEAR ARE EXCLUDED FROM THIS TABLE. FOR 1988, DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923 ARE EXCLUDED FROM THIS TABLE. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Graph 1A: Changes in Median Physician Total Compensation for Selected Specialties: 1986-1988



Graph 1B: Changes in Median Physician Total Compensation for Selected Specialties: 1986-1988



Medical Group Management Association
1989 Physician Compensation Survey Based on 1988 Data

Table 2A: Physician Total Compensation by Specialty

SPECIALTY	NUMBER OF RESPONSES	TOTAL COMPENSATION					
		MEAN	10TH PERCENTILE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	90TH PERCENTILE
ALLERGY/IMMUNOLOGY	111	$136,528	$78,911	$94,437	$124,000	$163,800	$200,400
ANESTHESIOLOGY	264	$209,238	$116,200	$138,668	$182,470	$242,834	$337,689
CARDIOLOGY: INVASIVE	341	$263,717	$114,000	$148,886	$228,500	$333,802	$455,800
CARDIOLOGY: NONINVASIVE	199	$175,634	$87,315	$107,415	$145,187	$214,720	$307,998
DERMATOLOGY	195	$158,910	$81,069	$100,242	$130,398	$188,765	$270,185
EMERGENCY MEDICINE	182	$110,913	$70,779	$84,000	$104,000	$123,000	$172,023
ENDOCRINOLOGY/METABOLISM	122	$118,007	$74,000	$86,087	$112,665	$135,685	$165,000
FAMILY PRACTICE	2,133	$99,928	$61,797	$74,394	$90,000	$114,604	$148,285
GASTROENTEROLOGY	304	$187,124	$95,000	$123,000	$162,576	$225,881	$300,275
GYNECOLOGY	38	$162,041	$66,690	$94,574	$148,547	$190,599	$280,751
HEMATOLOGY/ONCOLOGY	271	$148,503	$84,148	$101,373	$130,900	$180,000	$222,895
INFECTIOUS DISEASE	66	$123,366	$73,765	$85,559	$114,114	$142,400	$164,908
INTERNAL MEDICINE	1,435	$111,120	$66,300	$82,000	$100,850	$130,919	$163,226
NEONATOLOGY	38	$201,990	$93,000	$126,525	$154,289	$324,000	$339,564
NEPHROLOGY	102	$142,985	$77,400	$93,000	$124,603	$151,322	$230,000
NEUROLOGY	277	$153,682	$79,800	$95,800	$126,126	$175,800	$278,824
OBSTETRICS/GYNECOLOGY	786	$188,602	$95,500	$122,046	$159,329	$221,708	$323,732
OCCUPATIONAL MEDICINE	52	$100,621	$61,327	$76,000	$95,445	$123,291	$155,023
OPHTHALMOLOGY	328	$219,071	$80,937	$114,646	$168,990	$280,568	$429,622
OTOLARYNGOLOGY	264	$204,042	$97,188	$114,157	$155,299	$230,800	$330,852
PATHOLOGY	91	$147,436	$92,300	$114,300	$139,000	$183,000	$210,800
PEDIATRICS	856	$103,323	$60,271	$76,999	$94,704	$119,716	$157,486
PHYSICAL MEDICINE	42	$136,289	$88,918	$93,168	$123,000	$144,805	$211,700
PSYCHIATRY	174	$109,797	$69,000	$80,630	$96,870	$122,061	$176,353
PULMONARY DISEASE	240	$147,615	$85,685	$105,147	$134,980	$178,375	$230,507
RADIOLOGY	446	$248,708	$112,500	$150,300	$220,072	$320,975	$413,491
RADIOLOGY: THERAPEUTIC	56	$222,372	$105,000	$126,929	$193,068	$348,000	$396,000
RHEUMATOLOGY	150	$120,338	$71,316	$87,567	$108,131	$145,893	$185,342
SURGERY: CARDIOVASCULAR	85	$383,520	$117,235	$218,100	$316,837	$511,672	$755,774
SURGERY: GENERAL	632	$178,762	$90,700	$114,297	$151,587	$207,302	$304,105
SURGERY: HAND	24	$340,664	$119,600	$127,162	$272,458	$425,353	$827,100
SURGERY: HEAD AND NECK	10	$220,631	$105,962	$154,785	$207,358	$290,266	$367,074
SURGERY: NEUROLOGICAL	107	$325,587	$153,381	$196,300	$316,765	$384,925	$592,000
SURGERY: ORAL	21	$149,847	$66,000	$101,366	$131,045	$168,450	$217,097
SURGERY: ORTHOPEDIC	752	$280,263	$113,000	$159,552	$231,611	$350,721	$493,800
SURGERY: PLASTIC	38	$192,228	$90,386	$109,575	$173,983	$230,900	$385,863
SURGERY: VASCULAR	103	$223,703	$97,958	$145,948	$216,803	$275,499	$374,594
UROLOGY	261	$186,590	$100,390	$124,653	$165,354	$231,879	$303,899

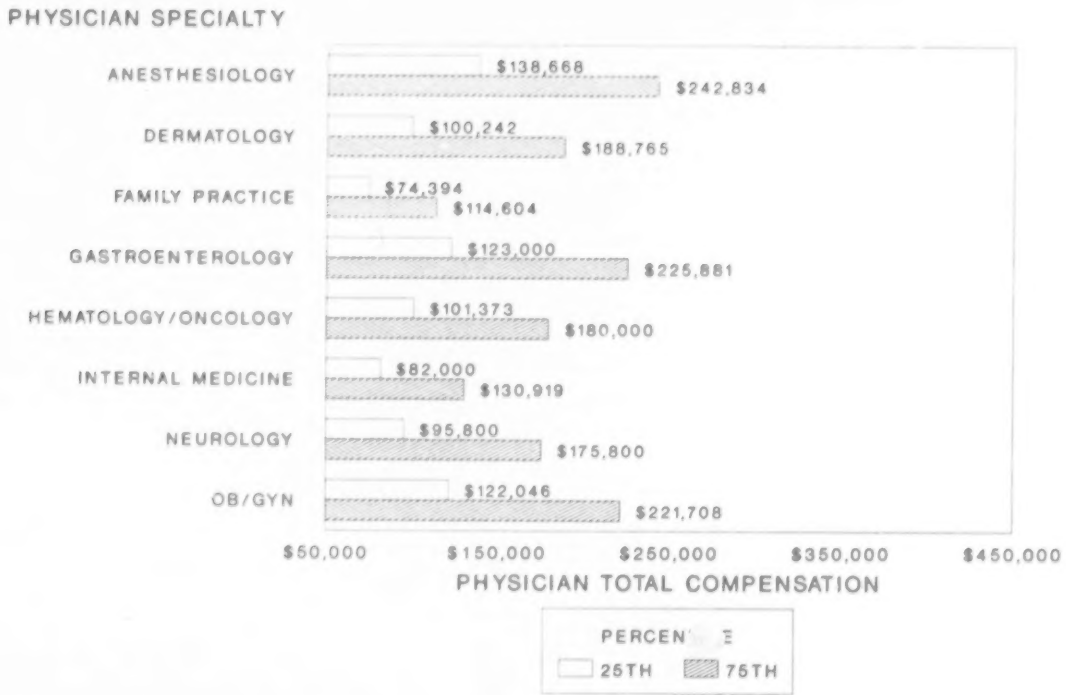
NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Table 2B: Allied Healthcare Professional Total Compensation by Specialty

SPECIALTY	NUMBER OF RESPONSES	TOTAL COMPENSATION					
		MEAN	10TH PERCENTILE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	90TH PERCENTILE
AUDIOLOGIST	30	$40,359	$26,425	$30,000	$33,085	$39,335	$46,917
NURSE PRACTITIONER	50	$30,775	$24,257	$27,100	$30,811	$34,900	$37,656
OPTOMETRIST	87	$62,466	$33,383	$45,000	$52,859	$67,500	$109,100
PHYSICAL THERAPIST	54	$34,451	$21,200	$24,826	$31,500	$40,227	$51,262
PHYSICIANS ASSISTANT	112	$37,293	$25,850	$31,200	$36,481	$40,361	$45,838
PODIATRIST	29	$97,264	$55,000	$66,116	$90,228	$120,296	$165,000
PSYCHOLOGIST	103	$63,941	$36,000	$42,499	$55,461	$74,757	$118,927
SOCIAL WORKER	38	$38,346	$31,500	$32,836	$37,257	$39,440	$48,978

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, ALLIED HEALTHCARE PROFESSIONALS EARNING LESS THAN $10,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Graph 2A: 25th and 75th Percentile Physician Total Compensation for Selected Specialties



Graph 2B: 25th and 75th Percentile Physician Total Compensation for Selected Specialties

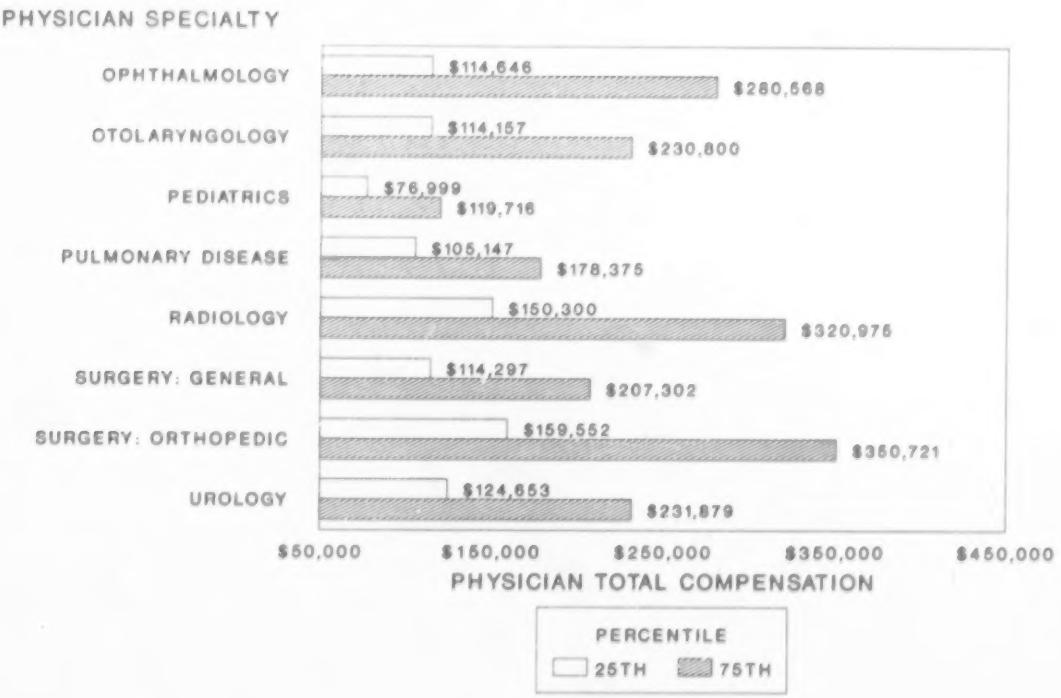


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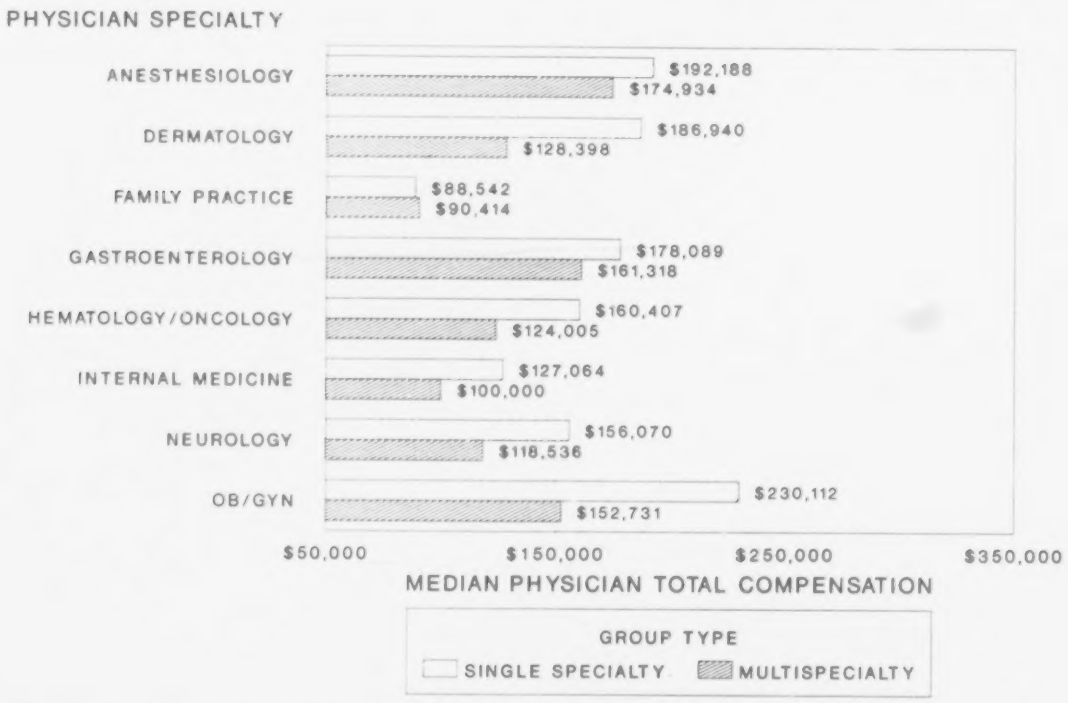
Table 3: Median Physician Total Compensation by Specialty and Group Type

SPECIALTY	GROUP TYPE				ALL GROUPS	
	SINGLE SPECIALTY		MULTISPECIALTY		NUMBER OF RESPONSES	TOTAL COMPENSATION
	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION		
ALLERGY/IMMUNOLOGY	5	*	106	$124,663	111	$124,000
ANESTHESIOLOGY	93	$192,188	171	$174,934	264	$182,470
CARDIOLOGY: INVASIVE	119	$265,000	222	$185,923	341	$228,500
CARDIOLOGY: NONINVASIVE	43	$185,000	156	$136,625	199	$145,187
DERMATOLOGY	18	$186,940	177	$128,398	195	$130,398
EMERGENCY MEDICINE	26	$130,519	156	$100,708	182	$104,000
ENDOCRINOLOGY/METABOLISM	13	$147,532	109	$110,352	122	$112,665
FAMILY PRACTICE	368	$88,542	1,765	$90,414	2,133	$90,000
GASTROENTEROLOGY	36	$178,089	268	$161,318	304	$162,576
GYNECOLOGY	3	*	35	$148,093	38	$148,547
HEMATOLOGY/ONCOLOGY	53	$160,407	218	$124,005	271	$130,900
INFECTIOUS DISEASE	2	*	64	$112,473	66	$114,114
INTERNAL MEDICINE	148	$127,064	1,287	$100,000	1,435	$100,850
NEONATOLOGY	12	$324,000	26	$139,502	38	$154,289
NEPHROLOGY	6	*	96	$121,878	102	$124,603
NEUROLOGY	81	$156,070	196	$118,536	277	$126,126
OBSTETRICS/GYNECOLOGY	116	$230,112	670	$152,731	786	$159,329
OCCUPATIONAL MEDICINE	*	*	52	$95,445	52	$95,445
OPHTHALMOLOGY	68	$272,218	260	$149,868	328	$168,990
OTOLARYNGOLOGY	46	$207,863	218	$149,714	264	$155,299
PATHOLOGY	6	*	85	$140,600	91	$139,000
PEDIATRICS	69	$117,244	787	$93,552	856	$94,704
PHYSICAL MEDICINE	18	$123,000	24	$121,300	42	$123,000
PSYCHIATRY	31	$104,000	143	$96,340	174	$96,870
PULMONARY DISEASE	48	$176,719	192	$130,067	240	$134,980
RADIOLOGY	218	$277,714	228	$175,450	446	$220,072
RADIOLOGY: THERAPEUTIC	26	$225,307	30	$149,169	56	$193,068
RHEUMATOLOGY	24	$154,388	126	$105,014	150	$108,131
SURGERY: CARDIOVASCULAR	22	$427,513	63	$285,688	85	$316,837
SURGERY: GENERAL	44	$187,177	588	$151,201	632	$151,587
SURGERY: HAND	18	$330,858	6	*	24	$272,458
SURGERY: HEAD AND NECK	1	*	9	*	10	$207,358
SURGERY: NEUROLOGICAL	45	$370,000	62	$224,589	107	$316,765
SURGERY: ORAL	4	*	17	$129,050	21	$131,045
SURGERY: ORTHOPEDIC	331	$287,845	421	$188,112	752	$231,611
SURGERY: PLASTIC	5	*	33	$165,300	38	$173,983
SURGERY: VASCULAR	21	$307,776	82	$206,420	103	$216,803
UROLOGY	34	$218,737	227	$159,507	261	$165,354

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Graph 3A: Median Physician Total Compensation by Specialty and Group Type for Selected Specialties



Graph 3B: Median Physician Total Compensation by Specialty and Group Type for Selected Specialties

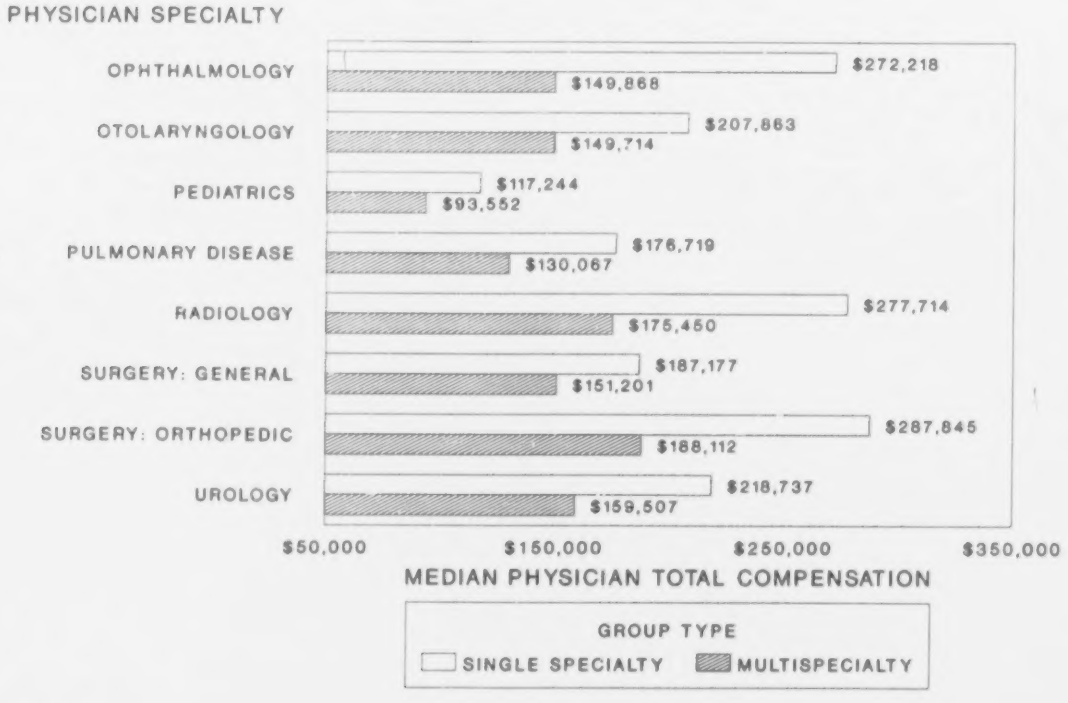


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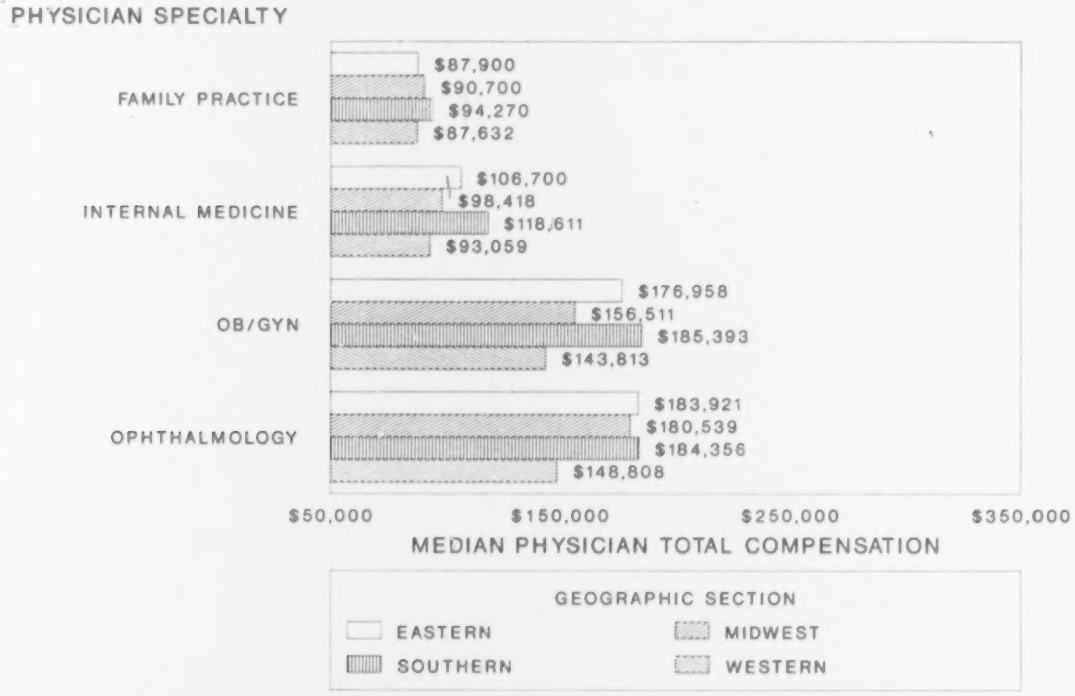
Table 4: Median Physician Total Compensation by Specialty and Geographic Section

SPECIALTY	GEOGRAPHIC SECTION							
	EASTERN		MIDWEST		SOUTHERN		WESTERN	
	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION
ALLERGY/IMMUNOLOGY	12	$107,450	50	$126,711	16	$149,322	33	$106,286
ANESTHESIOLOGY	61	$183,250	55	$203,150	59	$200,000	89	$144,141
CARDIOLOGY: INVASIVE	55	$171,000	79	$232,687	107	$277,758	100	$182,602
CARDIOLOGY: NONINVASIVE	37	$159,729	53	$157,170	51	$161,016	58	$107,928
DERMATOLOGY	16	$124,199	80	$132,718	45	$143,950	54	$125,441
EMERGENCY MEDICINE	40	$96,281	64	$104,000	21	$114,759	57	$104,399
ENDOCRINOLOGY/METABOLISM	16	$127,193	31	$115,725	34	$129,573	41	$97,855
FAMILY PRACTICE	175	$87,900	961	$90,700	372	$94,270	625	$87,632
GASTROENTEROLOGY	49	$140,000	81	$167,073	88	$204,575	86	$143,855
GYNECOLOGY	4	*	12	$131,140	14	$150,607	8	*
HEMATOLOGY/ONCOLOGY	44	$128,478	92	$125,659	67	$154,653	68	$117,333
INFECTIOUS DISEASE	14	$120,848	23	$111,165	12	$135,904	17	$104,102
INTERNAL MEDICINE	185	$106,700	580	$98,418	348	$118,611	322	$93,059
NEONATOLOGY	4	*	18	$144,299	5	*	11	$324,000
NEPHROLOGY	12	$118,050	33	$133,769	27	$155,000	30	$97,146
NEUROLOGY	37	$100,837	127	$134,486	51	$138,740	62	$117,092
OBSTETRICS/GYNECOLOGY	102	$176,958	284	$156,511	176	$185,393	224	$143,813
OCCUPATIONAL MEDICINE	1	*	21	$95,379	8	*	22	$101,364
OPHTHALMOLOGY	45	$183,921	124	$180,539	54	$184,356	105	$148,808
OTOLARYNGOLOGY	31	$158,400	112	$157,811	57	$206,371	64	$116,650
PATHOLOGY	22	$125,300	22	$172,535	11	$158,808	36	$130,000
PEDIATRICS	91	$100,837	334	$97,659	184	$88,224	247	$92,012
PHYSICAL MEDICINE	4	*	28	$123,000	2	*	8	*
PSYCHIATRY	24	$98,265	74	$99,076	33	$107,500	43	$92,500
PULMONARY DISEASE	32	$125,802	63	$128,900	67	$146,610	78	$138,093
RADIOLOGY	71	$186,702	135	$259,500	109	$233,331	131	$191,500
RADIOLOGY: THERAPEUTIC	4	*	22	$221,703	13	$224,719	17	$179,946
RHEUMATOLOGY	17	$108,735	46	$103,097	36	$125,417	51	$96,772
SURGERY: CARDIOVASCULAR	18	$275,000	18	$480,924	31	$316,837	18	$283,390
SURGERY: GENERAL	82	$155,927	277	$151,064	132	$158,547	141	$140,964
SURGERY: HAND	4	*	6	*	7	*	7	*
SURGERY: HEAD AND NECK	1	*	4	*	1	*	4	*
SURGERY: NEUROLOGICAL	24	$297,439	28	$241,004	32	$359,312	23	$298,941
SURGERY: ORAL	5	*	13	$158,579	2	*	1	*
SURGERY: ORTHOPEDIC	114	$200,887	259	$231,609	215	$294,000	164	$178,505
SURGERY: PLASTIC	3	*	12	$167,131	6	*	17	$173,600
SURGERY: VASCULAR	17	$303,750	32	$220,065	22	$250,213	32	$169,076
UROLOGY	31	$167,100	91	$157,000	85	$181,381	54	$141,808

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS. THE EASTERN SECTION CONSISTS OF CT, DE, DC, ME, MD, MA, NH, NJ, NY, NC, PA, RI, VT, VA, AND WV. THE MIDWEST SECTION CONSISTS OF IL, IN, IA, MI, MN, NE, ND, OH, SD, AND WI. THE SOUTHERN SECTION CONSISTS OF AL, AR, FL, GA, KS, KY, LA, MS, MO, OK, SC, TN, AND TX. THE WESTERN SECTION CONSISTS OF AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, AND WY.

Graph 4A: Median Physician Total Compensation by Specialty and Geographic Section for Selected Specialties



Graph 4B: Median Physician Total Compensation by Specialty and Geographic Section for Selected Specialties

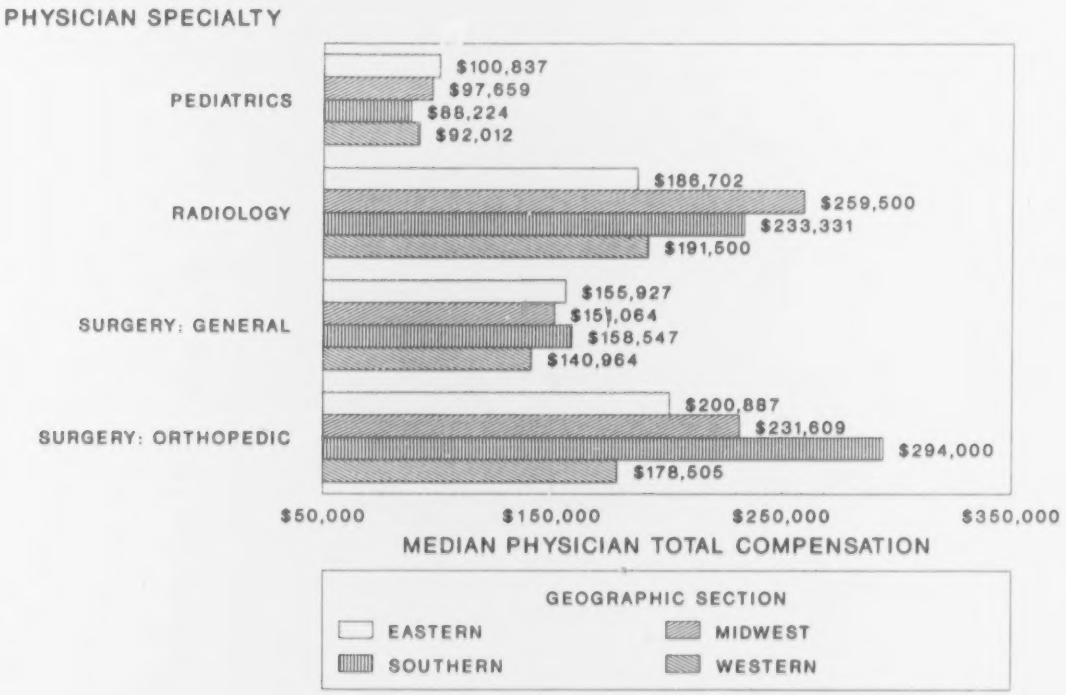


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Table 5: Median Physician Total Compensation by Specialty and Number of FTE Physicians Category for Multispecialty Groups

SPECIALTY	NUMBER OF FTE PHYSICIANS CATEGORY							
	1 TO 15		16 TO 35		36 TO 100		101 OR MORE	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	2	*	11	$103,260	50	$135,195	39	$119,213
ANESTHESIOLOGY	1	*	27	$335,498	45	$180,000	78	$168,104
CARDIOLOGY: INVASIVE	29	$169,403	27	$324,000	87	$232,687	77	$154,300
CARDIOLOGY: NONINVASIVE	12	$123,000	31	$137,286	70	$141,854	32	$197,615
DERMATOLOGY	2	*	32	$110,500	81	$152,157	53	$132,000
EMERGENCY MEDICINE	*	*	9	*	34	$105,606	93	$104,563
ENDOCRINOLOGY/METABOLISM	7	*	13	$111,782	48	$109,633	37	$117,000
FAMILY PRACTICE	307	$85,437	357	$93,777	468	$91,355	470	$94,800
GASTROENTEROLOGY	25	$129,047	55	$176,400	117	$162,807	62	$147,150
GYNECOLOGY	4	*	8	*	21	$152,213	2	*
HEMATOLOGY/ONCOLOGY	7	*	37	$126,331	106	$132,948	61	$111,400
INFECTIOUS DISEASE	2	*	6	*	32	$116,649	21	$109,389
INTERNAL MEDICINE	211	$101,000	391	$100,767	465	$99,386	201	$100,307
NEONATOLOGY	*	*	2	*	10	$141,301	14	$131,813
NEPHROLOGY	3	*	15	$117,500	50	$125,255	24	$122,550
NEUROLOGY	9	*	21	$104,001	82	$117,274	75	$125,316
OBSTETRICS/GYNECOLOGY	57	$146,645	183	$164,669	255	$155,685	141	$147,652
OCCUPATIONAL MEDICINE	*	*	7	*	23	$88,647	20	$112,280
OPHTHALMOLOGY	4	*	40	$189,947	130	$140,260	74	$149,430
OTOLARYNGOLOGY	5	*	36	$173,500	111	$143,800	53	$160,900
PATHOLOGY	*	*	6	*	22	$134,115	51	$159,505
PEDIATRICS	54	$83,899	200	$90,676	306	$95,829	191	$98,200
PHYSICAL MEDICINE	1	*	1	*	2	*	18	$107,500
PSYCHIATRY	1	*	8	*	37	$103,670	83	$92,500
PULMONARY DISEASE	27	$149,204	24	$139,882	86	$130,538	48	$125,300
RADIOLOGY	7	*	32	$146,484	88	$219,459	82	$173,981
RADIOLOGY: THERAPEUTIC	*	*	1	*	11	$129,655	15	$134,400
RHEUMATOLOGY	11	$117,130	12	$124,508	62	$104,048	38	$101,009
SURGERY: CARDIOVASCULAR	11	$282,500	1	*	25	$327,941	26	$260,050
SURGERY: GENERAL	79	$126,428	154	$153,556	202	$152,446	131	$170,000
SURGERY: HAND	*	*	2	*	*	*	4	*
SURGERY: HEAD AND NECK	*	*	1	*	1	*	7	*
SURGERY: NEUROLOGICAL	7	*	5	*	19	$247,008	28	$210,900
SURGERY: ORAL	*	*	*	*	6	*	10	$111,021
SURGERY: ORTHOPEDIC	38	$182,720	88	$198,350	181	$200,934	88	$196,250
SURGERY: PLASTIC	*	*	4	*	14	$177,808	12	$154,250
SURGERY: VASCULAR	4	*	20	$239,737	42	$169,076	15	$181,110
UROLOGY	5	*	51	$146,096	115	$160,758	47	$172,568

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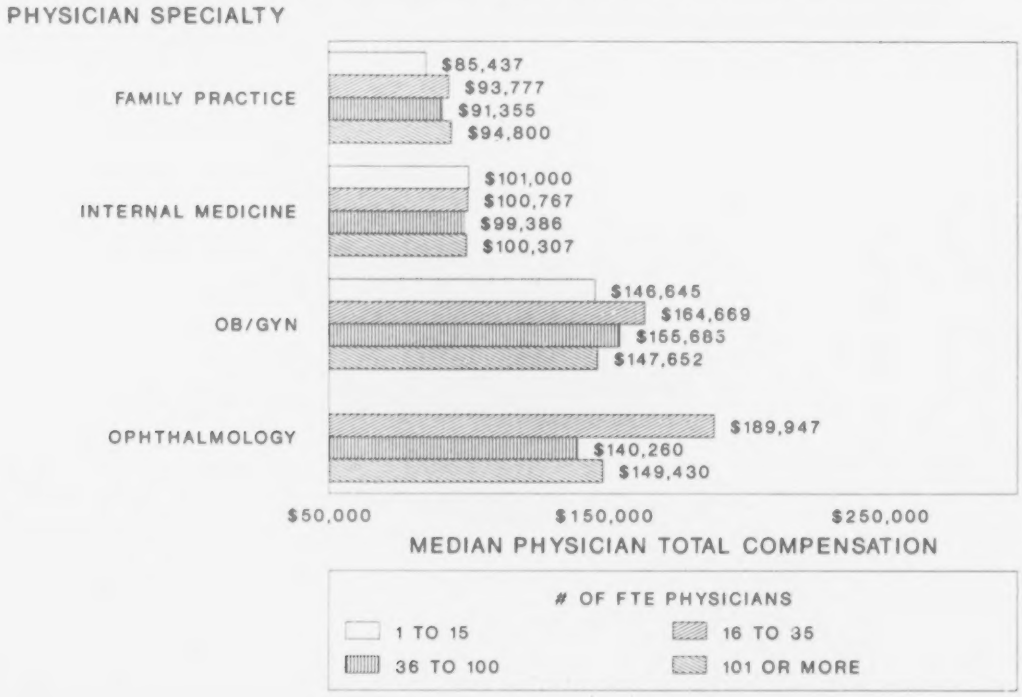
Graph 5A: Median Physician Total Compensation by Specialty and Number of FTE Physicians Category for Multispecialty Groups for Selected Specialties



Graph 5B: Median Physician Total Compensation by Specialty and Number of FTE Physicians Category for Multispecialty Groups for Selected Specialties

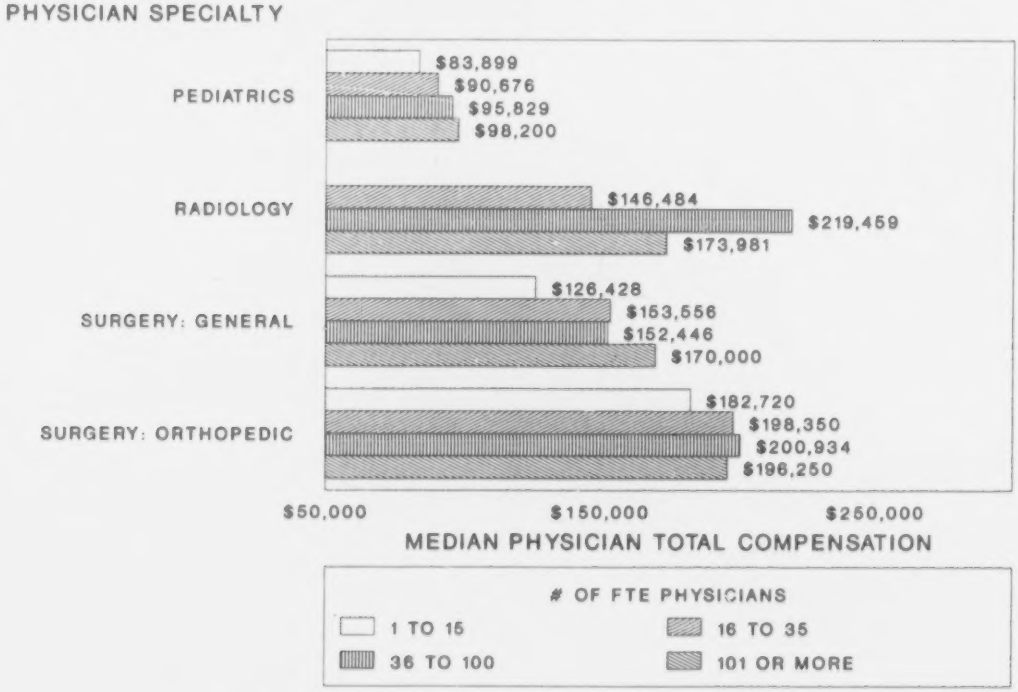


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Table 6: Median Physician Total Compensation by Specialty and Organizational Affiliation

SPECIALTY	ORGANIZATIONAL AFFILIATION			
	FREESTANDING		HOSPITAL	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	104	$124,663	7	*
ANESTHESIOLOGY	179	$153,800	85	$238,181
CARDIOLOGY: INVASIVE	295	$233,500	46	$164,296
CARDIOLOGY: NONINVASIVE	187	$146,399	12	$124,762
DERMATOLOGY	183	$130,398	12	$141,450
EMERGENCY MEDICINE	114	$103,150	68	$104,000
ENDOCRINOLOGY/METABOLISM	111	$111,782	11	$116,000
FAMILY PRACTICE	1,864	$89,389	269	$97,983
GASTROENTEROLOGY	283	$163,124	21	$143,339
GYNECOLOGY	35	$149,000	3	*
HEMATOLOGY/ONCOLOGY	249	$134,120	22	$107,679
INFECTIOUS DISEASE	59	$117,763	7	*
INTERNAL MEDICINE	1,304	$100,260	131	$107,915
NEONATOLOGY	26	$150,166	12	$156,970
NEPHROLOGY	91	$125,600	11	$116,600
NEUROLOGY	253	$128,000	24	$112,829
OBSTETRICS/GYNECOLOGY	728	$161,954	58	$134,934
OCCUPATIONAL MEDICINE	50	$95,923	2	*
OPHTHALMOLOGY	306	$172,376	22	$145,430
OTOLARYNGOLOGY	245	$155,598	19	$150,400
PATHOLOGY	62	$150,631	29	$130,000
PEDIATRICS	778	$94,165	78	$99,769
PHYSICAL MEDICINE	33	$121,900	9	*
PSYCHIATRY	118	$98,800	56	$90,603
PULMONARY DISEASE	222	$138,930	18	$117,350
RADIOLOGY	314	$210,008	132	$353,873
RADIOLOGY: THERAPEUTIC	39	$179,946	17	$396,000
RHEUMATOLOGY	133	$106,739	17	$141,767
SURGERY: CARDIOVASCULAR	77	$316,837	8	*
SURGERY: GENERAL	553	$150,912	79	$164,858
SURGERY: HAND	21	$277,715	3	*
SURGERY: HEAD AND NECK	10	$207,358	*	*
SURGERY: NEUROLOGICAL	90	$316,538	17	$382,999
SURGERY: ORAL	16	$138,928	5	*
SURGERY: ORTHOPEDIC	715	$231,612	37	$211,244
SURGERY: PLASTIC	37	$174,366	1	*
SURGERY: VASCULAR	97	$219,192	6	*
UROLOGY	245	$168,000	16	$140,893

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Table 7: Median Physician Total Compensation by Specialty and Population of Primary Clinic Location

SPECIALTY	POPULATION OF PRIMARY CLINIC LOCATION							
	OVER 500,000		100,000 TO 500,000		20,000 TO 99,999		LESS THAN 20,000	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	37	$108,670	40	$134,145	27	$135,433	6	*
ANESTHESIOLOGY	132	$150,416	70	$231,189	46	$184,890	16	$145,000
CARDIOLOGY: INVASIVE	98	$249,250	128	$232,022	91	$234,159	18	$142,632
CARDIOLOGY: NONINVASIVE	51	$135,507	72	$173,250	65	$145,005	9	*
DERMATOLOGY	53	$117,856	70	$153,600	59	$144,992	12	$104,941
EMERGENCY MEDICINE	81	$104,000	38	$112,648	26	$108,343	15	$107,500
ENDOCRINOLOGY/METABOLISM	36	$100,736	46	$108,107	32	$130,005	7	*
FAMILY PRACTICE	561	$84,728	518	$94,166	582	$96,087	463	$86,500
GASTROENTEROLOGY	81	$152,600	103	$165,000	99	$191,078	18	$121,900
GYNECOLOGY	4	*	15	$131,044	15	$185,000	4	*
HEMATOLOGY/ONCOLOGY	67	$125,600	102	$137,071	82	$140,290	14	$110,472
INFECTIOUS DISEASE	24	$121,541	24	$120,848	12	$100,641	4	*
INTERNAL MEDICINE	398	$92,845	431	$109,000	437	$106,095	166	$91,998
NEONATOLOGY	4	*	23	$253,561	7	*	4	*
NEPHROLOGY	21	$97,400	34	$123,082	39	$133,769	5	*
NEUROLOGY	112	$134,867	65	$135,461	78	$113,756	19	$94,685
OBSTETRICS/GYNECOLOGY	260	$142,687	212	$196,364	236	$167,240	70	$127,783
OCCUPATIONAL MEDICINE	31	$97,503	12	$84,135	9	*	*	*
OPHTHALMOLOGY	88	$157,037	112	$182,777	100	$187,966	28	$124,958
OTOLARYNGOLOGY	76	$153,663	87	$180,650	83	$144,850	18	$138,047
PATHOLOGY	29	$130,000	17	$184,250	22	$136,828	14	$135,250
PEDIATRICS	281	$89,908	250	$105,425	233	$95,139	75	$94,300
PHYSICAL MEDICINE	23	$121,900	13	$113,658	2	*	3	*
PSYCHIATRY	64	$97,776	60	$95,365	30	$116,287	12	$92,450
PULMONARY DISEASE	59	$128,900	87	$139,036	79	$139,935	10	$114,380
RADIOLOGY	143	$210,008	157	$258,500	110	$228,963	36	$152,300
RADIOLOGY: THERAPEUTIC	25	$210,008	17	$218,500	12	$154,517	2	*
RHEUMATOLOGY	53	$108,000	53	$110,234	36	$107,301	7	*
SURGERY: CARDIOVASCULAR	37	$427,422	25	$308,345	19	$288,504	4	*
SURGERY: GENERAL	138	$142,282	155	$184,948	230	$144,655	99	$127,000
SURGERY: HAND	15	$267,200	7	*	1	*	1	*
SURGERY: HEAD AND NECK	3	*	5	*	2	*	*	*
SURGERY: NEUROLOGICAL	59	$359,797	25	$334,866	17	$247,008	6	*
SURGERY: ORAL	1	*	12	$151,003	7	*	1	*
SURGERY: ORTHOPEDIC	234	$227,200	254	$261,138	223	$220,214	41	$185,772
SURGERY: PLASTIC	12	$148,106	12	$174,800	12	$177,875	2	*
SURGERY: VASCULAR	25	$242,150	33	$216,853	40	$210,746	2	*
UROLOGY	61	$175,408	82	$177,822	96	$159,934	22	$115,968

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Medical Group Management Association
1989 Physician Compensation Survey Based on 1988 Data

Table 8: Median Physician Total Compensation by Specialty and Percent of Group Revenue Attributed to Managed Care

SPECIALTY	% OF GROUP REVENUE ATTRIBUTED TO MANAGED CARE							
	NONE		1% TO 20%		21% TO 40%		OVER 40%	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	34	$124,163	36	$117,432	27	$130,564	14	$150,254
ANESTHESIOLOGY	65	$155,000	73	$188,728	101	$223,817	25	$136,915
CARDIOLOGY: INVASIVE	130	$223,499	175	$245,000	27	$170,700	9	*
CARDIOLOGY: NONINVASIVE	56	$143,759	92	$162,139	26	$140,050	25	$124,740
DERMATOLOGY	44	$120,695	88	$135,905	26	$162,357	37	$126,448
EMERGENCY MEDICINE	82	$102,370	58	$110,062	14	$71,983	28	$97,788
ENDOCRINOLOGY/METABOLISM	39	$128,197	51	$111,700	22	$104,091	10	$98,811
FAMILY PRACTICE	632	$92,953	811	$93,750	302	$86,557	388	$84,743
GASTROENTEROLOGY	109	$162,807	134	$166,425	39	$171,561	22	$119,276
GYNECOLOGY	12	$160,847	20	$148,547	3	*	3	*
HEMATOLOGY/ONCOLOGY	89	$128,540	117	$136,500	45	$133,937	20	$105,719
INFECTIOUS DISEASE	23	$112,530	20	$101,500	17	$128,035	6	*
INTERNAL MEDICINE	469	$104,682	517	$100,850	227	$102,000	222	$94,402
NEONATOLOGY	11	$324,000	21	$140,669	5	*	1	*
NEPHROLOGY	46	$128,923	39	$127,000	10	$119,546	7	*
NEUROLOGY	65	$118,604	125	$129,250	69	$129,835	18	$111,651
OBSTETRICS/GYNECOLOGY	248	$158,264	240	$158,000	147	$191,000	151	$145,000
OCCUPATIONAL MEDICINE	21	$112,727	8	*	7	*	16	$82,585
OPHTHALMOLOGY	89	$158,200	159	$204,000	42	$137,215	38	$153,427
OTOLARYNGOLOGY	78	$148,510	102	$175,050	49	$152,863	35	$137,543
PATHOLOGY	39	$150,392	38	$138,828	6	*	8	*
PEDIATRICS	275	$97,997	274	$97,150	135	$95,985	172	$91,046
PHYSICAL MEDICINE	24	$123,000	13	$113,000	2	*	3	*
PSYCHIATRY	71	$95,885	52	$92,600	25	$100,800	26	$98,426
PULMONARY DISEASE	82	$131,487	110	$136,033	34	$140,112	14	$106,279
RADIOLOGY	124	$234,379	241	$222,422	41	$249,480	40	$131,156
RADIOLOGY: THERAPEUTIC	16	$141,000	30	$221,295	7	*	3	*
RHEUMATOLOGY	46	$113,404	70	$103,991	21	$110,135	13	$108,000
SURGERY: CARDIOVASCULAR	21	$274,809	55	$351,055	8	*	1	*
SURGERY: GENERAL	223	$151,671	245	$149,500	81	$165,400	83	$150,559
SURGERY: HAND	9	*	11	$267,200	4	*	*	*
SURGERY: HEAD AND NECK	5	*	4	*	1	*	*	*
SURGERY: NEUROLOGICAL	38	$250,841	51	$359,420	14	$307,626	4	*
SURGERY: ORAL	7	*	11	$131,045	2	*	1	*
SURGERY: ORTHOPEDIC	214	$245,008	345	$235,072	112	$220,122	81	$186,272
SURGERY: PLASTIC	13	$165,300	10	$177,875	9	*	6	*
SURGERY: VASCULAR	34	$233,449	54	$212,088	12	$190,438	3	*
UROLOGY	88	$170,861	115	$165,928	32	$170,243	26	$130,938

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Table 9: Median Physician Total Compensation by Specialty and Percent of Physician Production Attributed to Managed Care

SPECIALTY	% OF PHYSICIAN PRODUCTION ATTRIBUTED TO MANAGED CARE							
	NONE		1% TO 20%		21% TO 40%		OVER 40%	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	31	$135,433	31	$113,300	23	$137,572	26	$109,165
ANESTHESIOLOGY	77	$187,485	58	$152,950	99	$191,430	30	$137,659
CARDIOLOGY: INVASIVE	133	$257,971	172	$202,294	27	$168,869	9	*
CARDIOLOGY: NONINVASIVE	71	$159,729	78	$150,489	23	$124,887	27	$131,520
DERMATOLOGY	61	$153,000	69	$119,700	23	$150,000	42	$120,055
EMERGENCY MEDICINE	90	$104,138	36	$105,950	18	$118,096	38	$90,917
ENDOCRINOLOGY/METABOLISM	37	$129,385	54	$114,636	17	$107,300	14	$96,933
FAMILY PRACTICE	615	$97,983	613	$88,900	327	$90,200	578	$85,375
GASTROENTEROLOGY	114	$169,328	128	$161,525	33	$163,124	29	$126,300
GYNECOLOGY	20	$111,096	8	*	10	$151,246	*	*
HEMATOLOGY/ONCOLOGY	98	$139,261	118	$130,865	34	$120,470	21	$117,513
INFECTIOUS DISEASE	20	$110,277	26	$113,949	9	*	11	$92,096
INTERNAL MEDICINE	532	$106,518	402	$101,163	232	$100,007	269	$92,123
NEONATOLOGY	15	$324,000	21	$139,000	*	*	2	*
NEPHROLOGY	52	$131,955	35	$116,600	8	*	7	*
NEUROLOGY	87	$130,989	112	$126,003	54	$123,220	24	$130,718
OBSTETRICS/GYNECOLOGY	268	$178,167	192	$147,677	140	$175,516	186	$143,407
OCCUPATIONAL MEDICINE	21	$101,678	20	$95,857	5	*	6	*
OPHTHALMOLOGY	108	$175,035	139	$199,000	29	$151,472	52	$140,017
OTOLARYNGOLOGY	100	$163,153	83	$153,000	36	$174,324	45	$152,178
PATHOLOGY	43	$138,655	25	$135,300	17	$201,267	6	*
PEDIATRICS	255	$99,195	204	$94,691	150	$93,908	247	$92,701
PHYSICAL MEDICINE	22	$124,808	17	$113,658	1	*	2	*
PSYCHIATRY	79	$95,885	25	$100,000	26	$107,524	44	$92,751
PULMONARY DISEASE	88	$140,400	112	$135,489	24	$130,765	16	$102,539
RADIOLOGY	230	$234,379	145	$215,010	38	$239,700	33	$131,000
RADIOLOGY: THERAPEUTIC	18	$200,685	24	$214,554	6	*	8	*
RHEUMATOLOGY	39	$105,866	73	$107,415	25	$126,496	13	$108,262
SURGERY: CARDIOVASCULAR	32	$298,425	48	$339,498	3	*	2	*
SURGERY: GENERAL	287	$158,057	185	$137,186	79	$150,912	81	$153,560
SURGERY: HAND	7	*	13	$374,448	4	*	*	*
SURGERY: HEAD AND NECK	1	*	4	*	2	*	3	*
SURGERY: NEUROLOGICAL	35	$252,053	49	$359,797	12	$235,535	11	$382,999
SURGERY: ORAL	10	$105,325	10	$151,003	1	*	*	*
SURGERY: ORTHOPEDIC	276	$242,446	301	$231,000	104	$232,861	71	$183,694
SURGERY: PLASTIC	13	$202,564	17	$173,600	6	*	2	*
SURGERY: VASCULAR	33	$228,125	54	$200,981	11	$229,787	5	*
UROLOGY	99	$165,066	103	$168,030	31	$162,333	28	$125,157

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Medical Group Management Association
1989 Physician Compensation Survey Based on 1988 Data

Table 10: Median Physician Total Compensation by Specialty and Years in Specialty

SPECIALTY	YEARS IN SPECIALTY							
	1 TO 2 YEARS		3 TO 10 YEARS		11 TO 20 YEARS		21 OR MORE YEARS	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	4	*	35	$125,000	25	$126,500	25	$118,622
ANESTHESIOLOGY	30	$142,179	81	$154,744	67	$192,700	23	$197,156
CARDIOLOGY: INVASIVE	18	$116,050	110	$243,608	100	$233,129	21	$160,700
CARDIOLOGY: NONINVASIVE	13	$95,800	42	$148,320	64	$152,158	43	$137,146
DERMATOLOGY	19	$90,000	54	$126,167	59	$148,020	25	$114,104
EMERGENCY MEDICINE	18	$85,090	78	$104,950	33	$112,298	5	*
ENDOCRINOLOGY/METABOLISM	12	$80,144	32	$105,968	40	$128,253	18	$111,741
FAMILY PRACTICE	196	$69,450	815	$87,300	465	$99,639	309	$95,000
GASTROENTEROLOGY	22	$115,650	81	$171,000	98	$162,631	46	$147,516
GYNECOLOGY	*	*	5	*	6	*	17	$124,053
HEMATOLOGY/ONCOLOGY	9	*	83	$131,939	91	$129,425	38	$159,044
INFECTIOUS DISEASE	4	*	20	$116,649	21	$132,900	8	*
INTERNAL MEDICINE	113	$72,191	510	$98,228	333	$109,000	213	$106,758
NEONATOLOGY	3	*	18	$238,612	7	*	2	*
NEPHROLOGY	8	*	29	$116,351	29	$128,345	13	$122,164
NEUROLOGY	17	$91,882	94	$119,642	80	$133,609	31	$136,102
OBSTETRICS/GYNECOLOGY	52	$121,341	270	$159,245	203	$175,000	133	$153,500
OCCUPATIONAL MEDICINE	12	$90,901	17	$88,647	5	*	4	*
OPHTHALMOLOGY	21	$91,300	109	$164,436	96	$240,280	38	$146,930
OTOLARYNGOLOGY	25	$118,639	89	$150,261	69	$182,343	33	$141,620
PATHOLOGY	6	*	21	$140,600	25	$149,751	22	$161,019
PEDIATRICS	71	$66,928	295	$90,000	201	$101,500	133	$99,195
PHYSICAL MEDICINE	4	*	19	$126,126	10	$119,450	2	*
PSYCHIATRY	14	$81,064	38	$91,172	41	$101,834	18	$94,082
PULMONARY DISEASE	8	*	96	$127,460	70	$155,708	23	$132,541
RADIOLOGY	29	$122,150	145	$221,510	144	$234,379	58	$246,288
RADIOLOGY: THERAPEUTIC	13	$109,216	15	$210,008	18	$225,307	3	*
RHEUMATOLOGY	3	*	55	$103,934	51	$108,000	14	$126,500
SURGERY: CARDIOVASCULAR	6	*	25	$332,493	24	$348,964	11	$427,603
SURGERY: GENERAL	38	$110,304	154	$140,102	178	$162,265	144	$138,846
SURGERY: HAND	4	*	8	*	7	*	5	*
SURGERY: HEAD AND NECK	1	*	5	*	4	*	*	*
SURGERY: NEUROLOGICAL	5	*	32	$353,409	39	$359,203	15	$360,039
SURGERY: ORAL	2	*	2	*	5	*	9	*
SURGERY: ORTHOPEDIC	41	$154,038	260	$237,386	230	$249,254	109	$230,714
SURGERY: PLASTIC	5	*	14	$173,983	10	$203,212	5	*
SURGERY: VASCULAR	5	*	29	$219,000	27	$229,671	23	$240,445
UROLOGY	16	$115,233	68	$154,331	81	$178,699	58	$165,488

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Table 11: Median Physician Total Compensation by Specialty and Age

SPECIALTY	AGE							
	21 TO 35 YEARS		36 TO 42 YEARS		43 TO 50 YEARS		51 TO 65 YEARS	
	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION
ALLERGY/IMMUNOLOGY	11	$75,800	30	$130,641	25	$124,000	32	$117,809
ANESTHESIOLOGY	47	$142,055	78	$169,616	50	$192,302	39	$189,119
CARDIOLOGY: INVASIVE	38	$154,166	122	$239,419	90	$246,732	45	$171,000
CARDIOLOGY: NONINVASIVE	19	$110,800	43	$152,366	51	$154,569	59	$132,745
DERMATOLOGY	30	$109,000	52	$127,221	52	$146,840	40	$117,405
EMERGENCY MEDICINE	39	$96,900	71	$109,000	22	$104,750	8	*
ENDOCRINOLOGY/METABOLISM	16	$83,699	40	$115,750	34	$123,702	23	$111,782
FAMILY PRACTICE	564	$79,085	649	$92,127	305	$97,665	370	$93,635
GASTROENTEROLOGY	40	$133,196	81	$169,300	98	$168,942	57	$140,122
GYNECOLOGY	*	*	4	*	7	*	19	$124,053
HEMATOLOGY/ONCOLOGY	30	$97,091	87	$131,958	71	$123,797	53	$146,503
INFECTIOUS DISEASE	11	$80,157	22	$128,417	17	$128,035	7	*
INTERNAL MEDICINE	342	$85,799	449	$102,697	223	$106,500	254	$107,891
NEONATOLOGY	6	*	17	$223,663	9	*	4	*
NEPHROLOGY	5	*	36	$118,858	23	$121,591	24	$123,882
NEUROLOGY	46	$111,767	92	$123,126	77	$126,442	41	$129,835
OBSTETRICS/GYNECOLOGY	151	$132,559	230	$176,605	159	$176,208	180	$154,304
OCCUPATIONAL MEDICINE	7	*	14	$86,824	9	*	13	$87,000
OPHTHALMOLOGY	63	$114,023	91	$178,300	75	$238,503	68	$167,841
OTOLARYNGOLOGY	48	$129,288	62	$161,686	71	$168,920	50	$144,325
PATHOLOGY	11	$98,968	19	$140,600	25	$140,600	27	$155,105
PEDIATRICS	179	$77,363	220	$95,949	170	$104,274	163	$96,888
PHYSICAL MEDICINE	8	*	14	$121,258	13	$128,150	4	*
PSYCHIATRY	17	$84,000	32	$89,317	49	$99,499	30	$98,800
PULMONARY DISEASE	28	$94,487	91	$141,700	64	$143,007	36	$136,498
RADIOLOGY	56	$151,099	127	$216,149	111	$228,000	110	$239,700
RADIOLOGY: THERAPEUTIC	9	*	14	$165,575	20	$220,050	11	$225,708
RHEUMATOLOGY	10	$75,786	73	$108,262	35	$114,027	22	$103,503
SURGERY: CARDIOVASCULAR	7	*	22	$275,000	24	$394,416	24	$286,452
SURGERY: GENERAL	64	$121,252	143	$149,400	141	$157,323	213	$145,494
SURGERY: HAND	3	*	4	*	10	$282,491	7	*
SURGERY: HEAD AND NECK	2	*	4	*	3	*	*	*
SURGERY: NEUROLOGICAL	9	*	20	$331,173	40	$516,933	29	$334,866
SURGERY: ORAL	3	*	4	*	6	*	7	*
SURGERY: ORTHOPEDIC	107	$181,466	230	$251,670	188	$236,969	145	$200,350
SURGERY: PLASTIC	4	*	12	$120,934	12	$205,212	5	*
SURGERY: VASCULAR	4	*	31	$212,515	19	$229,797	38	$210,746
UROLOGY	30	$127,431	59	$165,928	71	$175,408	81	$165,217

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Medical Group Management Association
1989 Physician Compensation Survey Based on 1988 Data

Table 12: Median Physician Total Compensation by Specialty and Percent of Time Attributed to Administrative Activity

SPECIALTY	% OF TIME ATTRIBUTED TO ADMINISTRATIVE ACTIVITY							
	1 TO 3 PERCENT		4 TO 5 PERCENT		6 TO 15 PERCENT		16 TO 100 PERCENT	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	2	*	3	*	1	*	2	*
ANESTHESIOLOGY	5	*	7	*	5	*	10	$238,741
CARDIOLOGY: INVASIVE	9	*	17	$280,700	16	$372,557	7	*
CARDIOLOGY: NONINVASIVE	6	*	6	*	9	*	5	*
DERMATOLOGY	3	*	5	*	5	*	6	*
EMERGENCY MEDICINE	2	*	6	*	5	*	11	$132,400
ENDOCRINOLOGY/METABOLISM	3	*	4	*	5	*	6	*
FAMILY PRACTICE	80	$95,140	64	$93,324	58	$93,614	50	$92,827
GASTROENTEROLOGY	6	*	10	$210,368	5	*	11	$164,086
GYNECOLOGY	2	*	*	*	*	*	2	*
HEMATOLOGY/ONCOLOGY	10	$198,362	10	$217,473	14	$159,080	7	*
INFECTIOUS DISEASE	1	*	1	*	4	*	7	*
INTERNAL MEDICINE	62	$113,115	42	$101,840	47	$121,558	40	$114,171
NEONATOLOGY	*	*	*	*	1	*	4	*
NEPHROLOGY	3	*	2	*	1	*	4	*
NEUROLOGY	8	*	8	*	5	*	6	*
OBSTETRICS/GYNECOLOGY	50	$177,205	26	$185,959	30	$169,750	13	$129,385
OCCUPATIONAL MEDICINE	1	*	*	*	*	*	5	*
OPHTHALMOLOGY	13	$219,700	5	*	12	$288,438	6	*
OTOLARYNGOLOGY	10	$154,261	9	*	6	*	7	*
PATHOLOGY	*	*	2	*	1	*	13	$128,300
PEDIATRICS	31	$98,981	31	$99,800	24	$104,846	14	$119,900
PHYSICAL MEDICINE	*	*	*	*	1	*	11	$126,126
PSYCHIATRY	*	*	2	*	2	*	3	*
PULMONARY DISEASE	9	*	8	*	12	$147,100	7	*
RADIOLOGY	19	$234,379	22	$218,000	13	$219,504	5	*
RADIOLOGY: THERAPEUTIC	2	*	*	*	1	*	1	*
RHEUMATOLOGY	5	*	6	*	3	*	13	$128,600
SURGERY: CARDIOVASCULAR	2	*	15	$485,208	4	*	3	*
SURGERY: GENERAL	33	$140,688	19	$167,750	16	$188,805	16	$202,256
SURGERY: HAND	3	*	1	*	*	*	*	*
SURGERY: HEAD AND NECK	1	*	*	*	1	*	1	*
SURGERY: NEUROLOGICAL	4	*	9	*	3	*	2	*
SURGERY: ORAL	4	*	1	*	1	*	2	*
SURGERY: ORTHOPEDIC	37	$293,073	45	$256,033	17	$244,600	7	*
SURGERY: PLASTIC	2	*	5	*	*	*	*	*
SURGERY: VASCULAR	9	*	9	*	5	*	3	*
UROLOGY	7	*	12	$194,674	4	*	1	*

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.

Table 13: Median Physician Total Compensation by Administrative Title and Percent of Time Attributed to Administrative Activity

ADMINISTRATIVE TITLE	% OF TIME ATTRIBUTED TO ADMINISTRATIVE ACTIVITY							
	1 TO 3 PERCENT		4 TO 5 PERCENT		6 TO 15 PERCENT		16 TO 100 PERCENT	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
CHIEF EXECUTIVE OFFICER	1	*	*	*	12	$150,047	19	$206,328
PRESIDENT OF THE BOARD OF DIRECTORS	9	*	8	*	20	$137,458	26	$166,218
MEMBER OF THE BOARD OF DIRECTORS	5	*	8	*	16	$144,129	11	$272,344
DIRECTOR OF DEPARTMENT	4	*	13	$223,300	44	$156,000	71	$139,292
COMMITTEE CHAIRMAN	1	*	4	*	3	*	3	*
MEDICAL DIRECTOR	2	*	8	*	22	$131,023	56	$133,896

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS. ALSO EXCLUDED FROM THIS TABLE ARE ALL PHYSICIANS WITH ADMINISTRATIVE COMPENSATION LESS THAN $10,000 PER YEAR.

Table 14: Median Physician Administrative Compensation by Administrative Title and Percent of Time Attributed to Administrative Activity

ADMINISTRATIVE TITLE	% OF TIME ATTRIBUTED TO ADMINISTRATIVE ACTIVITY							
	1 TO 3 PERCENT		4 TO 5 PERCENT		6 TO 15 PERCENT		16 TO 100 PERCENT	
	NUMBER OF RESPONSES	ADMINIS-TRATIVE COMPEN-SATION	NUMBER OF RESPONSES	ADMINIS-TRATIVE COMPEN-SATION	NUMBER OF RESPONSES	ADMINIS-TRATIVE COMPEN-SATION	NUMBER OF RESPONSES	ADMINIS-TRATIVE COMPEN-SATION
CHIEF EXECUTIVE OFFICER	1	*	*	*	12	$21,500	19	$75,000
PRESIDENT OF THE BOARD OF DIRECTORS	9	*	8	*	20	$12,000	26	$34,891
MEMBER OF THE BOARD OF DIRECTORS	5	*	8	*	16	$15,250	11	$20,000
DIRECTOR OF DEPARTMENT	4	*	13	$12,000	44	$17,092	71	$36,000
COMMITTEE CHAIRMAN	1	*	4	*	3	*	3	*
MEDICAL DIRECTOR	2	*	8	*	22	$18,000	56	$48,714

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS. ALSO EXCLUDED FROM THIS TABLE ARE ALL PHYSICIANS WITH ADMINISTRATIVE COMPENSATION LESS THAN $10,000 PER YEAR.

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Table 15: Median Physician Total Compensation by Specialty and Physician Compensation Method

SPECIALTY	PHYSICIAN COMPENSATION METHOD							
	100% EQUAL SHARE		SALARY PLUS BONUS		50% OR LESS PRODUCTIVITY		51% OR MORE PRODUCTIVITY	
	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION	NUMBER OF RESPONSES	TOTAL COMPENSATION
ALLERGY/IMMUNOLOGY	*	*	18	$108,208	3	*	80	$133,075
ANESTHESIOLOGY	38	$144,564	90	$200,000	6	*	105	$180,000
CARDIOLOGY: INVASIVE	41	$260,000	81	$168,292	27	$220,792	175	$244,455
CARDIOLOGY: NONINVASIVE	20	$189,270	36	$156,691	9	*	121	$137,146
DERMATOLOGY	*	*	36	$119,850	15	$112,718	136	$140,375
EMERGENCY MEDICINE	*	*	69	$95,661	22	$110,456	77	$100,963
ENDOCRINOLOGY/METABOLISM	1	*	19	$116,130	7	*	90	$115,825
FAMILY PRACTICE	18	$78,500	391	$83,498	241	$93,902	1,353	$91,970
GASTROENTEROLOGY	13	$146,700	47	$143,758	12	$145,239	215	$167,073
GYNECOLOGY	*	*	3	*	2	*	29	$149,000
HEMATOLOGY/ONCOLOGY	9	*	44	$127,850	20	$111,346	185	$133,937
INFECTIOUS DISEASE	*	*	11	$109,389	2	*	51	$117,763
INTERNAL MEDICINE	26	$90,700	235	$92,000	101	$97,000	993	$103,679
NEONATOLOGY	6	*	12	$145,673	6	*	13	$154,332
NEPHROLOGY	*	*	19	$99,004	7	*	68	$131,800
NEUROLOGY	15	$139,528	49	$107,030	13	$97,500	184	$132,347
OBSTETRICS/GYNECOLOGY	33	$221,708	159	$129,000	54	$158,634	504	$163,621
OCCUPATIONAL MEDICINE	*	*	8	*	4	*	39	$100,037
OPHTHALMOLOGY	7	*	39	$136,900	39	$187,240	221	$164,884
OTOLARYNGOLOGY	*	*	36	$153,962	26	$145,749	188	$162,598
PATHOLOGY	*	*	31	$130,000	19	$141,285	36	$140,600
PEDIATRICS	2	*	192	$89,977	34	$99,350	571	$95,154
PHYSICAL MEDICINE	*	*	21	$125,515	4	*	17	$113,658
PSYCHIATRY	1	*	53	$94,200	16	$89,717	99	$103,670
PULMONARY DISEASE	8	*	62	$124,077	14	$119,530	145	$139,935
RADIOLOGY	114	$367,000	143	$215,010	24	$167,817	152	$194,549
RADIOLOGY: THERAPEUTIC	20	$348,000	10	$129,100	1	*	23	$168,423
RHEUMATOLOGY	*	*	21	$106,300	7	*	108	$109,435
SURGERY: CARDIOVASCULAR	10	$541,366	19	$281,092	7	*	48	$339,498
SURGERY: GENERAL	18	$90,700	110	$150,855	62	$128,070	410	$156,966
SURGERY: HAND	7	*	*	*	6	*	11	$177,594
SURGERY: HEAD AND NECK	*	*	2	*	*	*	4	*
SURGERY: NEUROLOGICAL	13	$249,628	42	$359,825	5	*	40	$307,626
SURGERY: ORAL	*	*	9	*	3	*	8	*
SURGERY: ORTHOPEDIC	40	$255,000	136	$212,514	97	$183,305	451	$244,404
SURGERY: PLASTIC	3	*	5	*	1	*	28	$173,983
SURGERY: VASCULAR	4	*	19	$173,748	9	*	68	$221,251
UROLOGY	*	*	32	$165,488	31	$160,758	184	$165,210

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Table 16: Median Physician Total Compensation and Production (Ancillary Services Technical Charges not Included) by Specialty and Gender

SPECIALTY	GENDER				GENDER			
	MALE		FEMALE		MALE		FEMALE	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	PRODUCTION	NUMBER OF RESPONSES	PRODUCTION
ALLERGY/IMMUNOLOGY	74	$124,163	5	*	72	$310,793	5	*
ANESTHESIOLOGY	167	$192,700	34	$141,587	107	$394,600	28	$486,679
CARDIOLOGY: INVASIVE	155	$173,000	5	*	155	$513,582	5	*
CARDIOLOGY: NONINVASIVE	105	$130,610	4	*	94	$350,309	4	*
DERMATOLOGY	115	$135,618	15	$101,381	110	$366,237	14	$307,450
EMERGENCY MEDICINE	113	$109,000	17	$95,661	89	$232,766	15	$196,000
ENDOCRINOLOGY/METABOLISM	75	$111,700	6	*	73	$222,000	6	*
FAMILY PRACTICE	1,065	$92,000	113	$76,130	930	$218,955	87	$201,179
GASTROENTEROLOGY	171	$151,031	2	*	165	$430,606	1	*
GYNECOLOGY	19	$131,044	*	*	19	$311,798	*	*
HEMATOLOGY/ONCOLOGY	156	$121,056	12	$102,685	152	$283,776	12	$314,150
INFECTIOUS DISEASE	38	$110,650	3	*	36	$213,312	3	*
INTERNAL MEDICINE	703	$102,000	76	$78,484	688	$226,641	74	$160,385
NEONATOLOGY	26	$165,167	4	*	26	$367,851	4	*
NEPHROLOGY	57	$127,000	5	*	55	$293,500	4	*
NEUROLOGY	139	$120,000	11	$82,076	135	$286,962	11	$196,000
OBSTETRICS/GYNECOLOGY	358	$158,236	75	$123,013	336	$461,885	68	$393,140
OCCUPATIONAL MEDICINE	33	$95,379	3	*	32	$210,822	3	*
OPHTHALMOLOGY	183	$158,200	17	$94,192	176	$479,033	17	$287,000
OTOLARYNGOLOGY	136	$151,289	6	*	127	$430,547	6	*
PATHOLOGY	51	$149,751	5	*	26	$312,409	1	*
PEDIATRICS	421	$97,637	102	$72,410	397	$237,264	92	$176,775
PHYSICAL MEDICINE	28	$120,550	7	*	28	$268,192	7	*
PSYCHIATRY	107	$98,900	18	$87,169	100	$190,250	16	$209,727
PULMONARY DISEASE	132	$128,558	1	*	128	$287,113	0	*
RADIOLOGY	182	$222,422	21	$126,000	147	$525,706	13	$490,000
RADIOLOGY: THERAPEUTIC	24	$154,369	5	*	16	$412,091	2	*
RHEUMATOLOGY	78	$104,949	3	*	76	$217,370	3	*
SURGERY: CARDIOVASCULAR	67	$351,055	1	*	67	$834,500	1	*
SURGERY: GENERAL	373	$156,538	7	*	354	$421,106	6	*
SURGERY: HAND	4	*	*	*	4	*	*	*
SURGERY: HEAD AND NECK	8	*	*	*	8	*	*	*
SURGERY: NEUROLOGICAL	64	$255,300	1	*	61	$731,524	1	*
SURGERY: ORAL	13	$146,810	*	*	13	$354,049	*	*
SURGERY: ORTHOPEDIC	285	$191,000	4	*	263	$563,764	2	*
SURGERY: PLASTIC	24	$154,250	4	*	23	$459,839	4	*
SURGERY: VASCULAR	67	$205,088	*	*	67	$514,738	*	*
UROLOGY	152	$158,603	1	*	146	$401,701	1	*

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Table 17: Median Physician Total Compensation by Specialty and Production Category (Ancillary Services Technical Charges not Included)

SPECIALTY	PRODUCTION CATEGORY							
	LESS THAN $200,000		$200,001 TO $350,000		$350,001 TO $500,000		$500,001 OR MORE	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	13	$91,500	33	$116,995	24	$154,861	7	*
ANESTHESIOLOGY	7	*	45	$206,708	43	$155,000	41	$200,000
CARDIOLOGY: INVASIVE	6	*	29	$120,000	42	$160,500	84	$264,610
CARDIOLOGY: NONINVASIVE	13	$89,083	38	$120,295	25	$159,729	24	$262,163
DERMATOLOGY	13	$74,000	45	$109,400	42	$168,438	24	$225,436
EMERGENCY MEDICINE	41	$98,500	46	$109,000	16	$114,900	3	*
ENDOCRINOLOGY/METABOLISM	28	$97,096	47	$107,300	5	*	2	*
FAMILY PRACTICE	408	$76,491	554	$101,225	52	$151,579	9	*
GASTROENTEROLOGY	11	$77,111	37	$117,348	66	$158,880	53	$244,096
GYNECOLOGY	4	*	8	*	3	*	6	*
HEMATOLOGY/ONCOLOGY	30	$94,931	82	$114,044	39	$154,406	17	$196,623
INFECTIOUS DISEASE	16	$89,500	20	$116,649	3	*	1	*
INTERNAL MEDICINE	294	$83,554	419	$107,000	52	$158,805	9	*
NEONATOLOGY	5	*	10	$142,500	9	*	6	*
NEPHROLOGY	12	$82,502	31	$116,600	11	$140,000	7	*
NEUROLOGY	31	$84,000	70	$110,169	33	$162,213	16	$307,799
OBSTETRICS/GYNECOLOGY	16	$74,478	91	$112,000	160	$147,149	162	$228,330
OCCUPATIONAL MEDICINE	17	$85,000	14	$99,919	4	*	*	*
OPHTHALMOLOGY	17	$70,706	48	$106,465	45	$139,696	90	$260,972
OTOLARYNGOLOGY	9	*	37	$116,721	49	$155,598	41	$233,342
PATHOLOGY	3	*	10	$125,300	3	*	11	$187,700
PEDIATRICS	178	$74,750	274	$100,393	42	$135,475	5	*
PHYSICAL MEDICINE	11	$93,149	16	$111,000	7	*	2	*
PSYCHIATRY	61	$88,976	50	$117,221	10	$175,905	*	*
PULMONARY DISEASE	15	$94,050	76	$114,800	28	$162,653	10	$247,220
RADIOLOGY	11	$149,000	26	$234,379	38	$180,952	89	$258,507
RADIOLOGY: THERAPEUTIC	1	*	6	*	5	*	6	*
RHEUMATOLOGY	29	$95,000	45	$108,341	4	*	1	*
SURGERY: CARDIOVASCULAR	3	*	4	*	2	*	60	$421,184
SURGERY: GENERAL	16	$104,040	104	$109,671	127	$156,156	120	$245,644
SURGERY: HAND	*	*	2	*	2	*	*	*
SURGERY: HEAD AND NECK	1	*	1	*	*	*	6	*
SURGERY: NEUROLOGICAL	*	*	5	*	8	*	49	$345,581
SURGERY: ORAL	5	*	1	*	6	*	1	*
SURGERY: ORTHOPEDIC	6	*	18	$105,822	73	$161,544	171	$253,600
SURGERY: PLASTIC	1	*	6	*	10	$169,833	10	$174,800
SURGERY: VASCULAR	2	*	12	$94,465	18	$177,429	35	$257,200
UROLOGY	4	*	47	$113,989	51	$162,276	46	$240,688

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Table 18: Median Compensation to Production Ratios by Specialty and Production Category (Ancillary Services Technical Charges not Included)

SPECIALTY	PRODUCTION CATEGORY							
	LESS THAN $200,000		$200,001 TO $350,000		$350,001 TO $500,000		$500,001 OR MORE	
	NUMBER OF RESPONSES	COMPENSATION TO PRODUCTION RATIO	NUMBER OF RESPONSES	COMPENSATION TO PRODUCTION RATIO	NUMBER OF RESPONSES	COMPENSATION TO PRODUCTION RATIO	NUMBER OF RESPONSES	COMPENSATION TO PRODUCTION RATIO
ALLERGY/IMMUNOLOGY	13	.578	33	.409	24	.413	7	*
ANESTHESIOLOGY	7	*	45	.736	43	.378	41	.345
CARDIOLOGY: INVASIVE	6	*	29	.430	42	.385	84	.374
CARDIOLOGY: NONINVASIVE	13	.722	38	.432	25	.370	24	.387
DERMATOLOGY	13	.495	45	.427	42	.409	24	.390
EMERGENCY MEDICINE	41	.633	46	.439	16	.287	3	*
ENDOCRINOLOGY/METABOLISM	28	.549	47	.430	5	*	2	*
FAMILY PRACTICE	408	.484	554	.412	52	.390	9	*
GASTROENTEROLOGY	11	.432	37	.407	66	.377	53	.396
GYNECOLOGY	4	*	8	*	3	*	6	*
HEMATOLOGY/ONCOLOGY	30	.570	82	.428	39	.379	17	.337
INFECTIOUS DISEASE	16	.601	20	.434	3	*	1	*
INTERNAL MEDICINE	294	.527	419	.420	52	.398	9	*
NEONATOLOGY	5	*	10	.514	9	*	6	*
NEPHROLOGY	12	.497	31	.407	11	.358	7	*
NEUROLOGY	31	.516	70	.417	33	.401	16	.509
OBSTETRICS/GYNECOLOGY	16	.499	91	.390	160	.350	162	.362
OCCUPATIONAL MEDICINE	17	.662	14	.436	4	*	*	*
OPHTHALMOLOGY	17	.462	48	.389	45	.353	90	.358
OTOLARYNGOLOGY	9	*	37	.402	49	.355	41	.377
PATHOLOGY	3	*	10	.591	3	*	11	.273
PEDIATRICS	178	.475	274	.402	42	.354	5	*
PHYSICAL MEDICINE	11	.763	16	.412	7	*	2	*
PSYCHIATRY	61	.587	50	.471	10	.423	*	*
PULMONARY DISEASE	15	.473	76	.420	28	.396	10	.426
RADIOLOGY	11	7.889	26	.707	38	.379	89	.361
RADIOLOGY: THERAPEUTIC	1	*	6	*	5	*	6	*
RHEUMATOLOGY	29	.543	45	.434	4	*	1	*
SURGERY: CARDIOVASCULAR	3	*	4	*	2	*	60	.435
SURGERY: GENERAL	16	.837	104	.381	127	.391	120	.371
SURGERY: HAND	*	*	2	*	2	*	*	*
SURGERY: HEAD AND NECK	1	*	1	*	*	*	6	*
SURGERY: NEUROLOGICAL	*	*	5	*	8	*	49	.421
SURGERY: ORAL	5	*	1	*	6	*	1	*
SURGERY: ORTHOPEDIC	6	*	18	.370	73	.369	171	.393
SURGERY: PLASTIC	1	*	6	*	10	.359	10	.318
SURGERY: VASCULAR	2	*	12	.317	18	.394	35	.385
UROLOGY	4	*	47	.400	51	.408	46	.399

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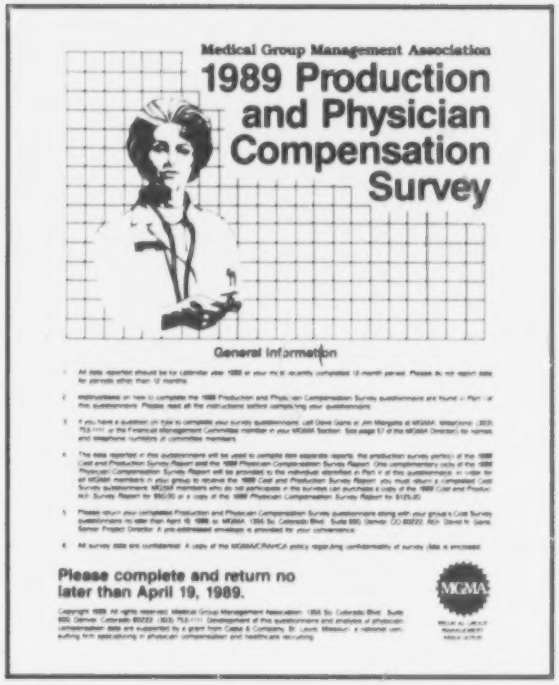
Table 19: Median Physician Total Compensation by Specialty and Ambulatory Care Appointment Hours per Week

SPECIALTY	AMBULATORY CARE APPOINTMENT HOURS PER WEEK							
	20 OR LESS		21 TO 30		31 TO 36		37 OR MORE	
	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION	NUMBER OF RESPONSES	TOTAL COMPEN-SATION
ALLERGY/IMMUNOLOGY	4	*	13	$91,500	21	$114,180	15	$124,325
ANESTHESIOLOGY	3	*	4	*	7	*	8	*
CARDIOLOGY: INVASIVE	130	$267,500	33	$224,902	25	$142,566	14	$246,973
CARDIOLOGY: NONINVASIVE	46	$168,237	50	$156,933	25	$130,610	5	*
DERMATOLOGY	*	*	20	$114,050	39	$130,398	25	$134,233
EMERGENCY MEDICINE	1	*	4	*	14	$90,551	18	$120,339
ENDOCRINOLOGY/METABOLISM	3	*	25	$115,924	19	$90,934	13	$123,346
FAMILY PRACTICE	41	$93,900	433	$84,298	477	$89,933	265	$88,895
GASTROENTEROLOGY	60	$160,075	45	$160,800	45	$169,300	19	$145,900
GYNECOLOGY	7	*	12	$140,763	3	*	2	*
HEMATOLOGY/ONCOLOGY	39	$158,366	64	$142,077	31	$117,513	15	$127,700
INFECTIOUS DISEASE	7	*	10	$130,468	12	$129,165	8	*
INTERNAL MEDICINE	124	$100,919	402	$97,989	290	$96,906	115	$108,070
NEONATOLOGY	*	*	2	*	*	*	4	*
NEPHROLOGY	14	$167,525	12	$130,171	13	$104,851	5	*
NEUROLOGY	33	$140,562	61	$122,952	45	$129,835	17	$131,600
OBSTETRICS/GYNECOLOGY	106	$155,876	245	$158,667	99	$158,272	37	$153,804
OCCUPATIONAL MEDICINE	3	*	4	*	11	$95,379	13	$85,000
OPHTHALMOLOGY	17	$194,294	69	$199,995	60	$162,110	26	$151,798
OTOLARYNGOLOGY	50	$180,417	52	$169,186	28	$147,808	10	$144,252
PATHOLOGY	*	*	*	*	2	*	2	*
PEDIATRICS	14	$118,329	125	$91,061	241	$93,000	118	$92,315
PHYSICAL MEDICINE	12	$123,708	7	*	2	*	*	*
PSYCHIATRY	10	$92,750	9	*	24	$103,835	5	*
PULMONARY DISEASE	60	$143,007	45	$145,739	21	$118,873	12	$117,761
RADIOLOGY	5	*	7	*	27	$180,872	105	$234,900
RADIOLOGY: THERAPEUTIC	*	*	1	*	1	*	18	$396,000
RHEUMATOLOGY	4	*	31	$130,767	30	$89,793	17	$114,928
SURGERY: CARDIOVASCULAR	33	$275,000	*	*	*	*	2	*
SURGERY: GENERAL	240	$150,988	61	$152,058	39	$131,448	22	$141,159
SURGERY: HAND	11	$197,775	*	*	1	*	*	*
SURGERY: HEAD AND NECK	1	*	1	*	*	*	1	*
SURGERY: NEUROLOGICAL	51	$370,000	7	*	2	*	1	*
SURGERY: ORAL	*	*	*	*	8	*	*	*
SURGERY: ORTHOPEDIC	288	$275,702	125	$211,304	53	$235,047	27	$211,700
SURGERY: PLASTIC	5	*	9	*	4	*	*	*
SURGERY: VASCULAR	39	$251,000	12	$139,600	4	*	4	*
UROLOGY	75	$169,694	38	$166,979	16	$144,480	14	$146,672

NOTES: AN ASTERISK INDICATES THAT A MEDIAN VALUE IS SUPPRESSED WHEN THE NUMBER OF INDIVIDUAL RESPONSES IS LESS THAN 10. AN ASTERISK IN THE "NUMBER OF RESPONSES" COLUMN SHOULD BE INTERPRETED AS A ZERO. EXCLUDED FROM THIS TABLE ARE DATA FOR UNIVERSITY AND GOVERNMENT AFFILIATED MEDICAL GROUPS, PHYSICIANS EARNING LESS THAN $20,000 PER YEAR, AND ALL PROFESSIONALS BORN BEFORE 1923. THIS TABLE INCLUDES DATA FOR BOTH SINGLE SPECIALTY AND MULTISPECIALTY GROUPS.



Medical Group Management Association

1989 Production and Physician Compensation Survey

General Information

1. All data reported should be for calendar year 1988 or your most recently completed 12-month period. Please do not report data for periods other than 12 months.
2. Instructions on how to complete the 1989 Production and Physician Compensation Survey questionnaire are found in Part I of the questionnaire. Please read all the instructions before completing your questionnaire.
3. If you have a question on how to complete your survey questionnaire, call Dave Sarno or Jim Mangette at MGMA, telephone (303) 753-1111, or the Financial Management Committee member in your MGMA Section. See page 57 of the MGMA Directory for names and telephone numbers of committee members.
4. The data reported in this questionnaire will be used to compile two separate reports, the production survey portion of the *1989 Cost and Production Survey Report* and the *1989 Physician Compensation Survey Report*. One complimentary copy of the *1989 Physician Compensation Survey Report* will be provided to the individual identified in Part II of this questionnaire in order for all MGMA members in your group to receive the *1989 Cost and Production Survey Report* you must submit a completed Cost Survey questionnaire. MGMA members who do not participate in the survey can purchase a copy of the *1989 Cost and Production Survey Report* for $90.00 or a copy of the *1989 Physician Compensation Survey Report* for $125.00.
5. Please return your completed Production and Physician Compensation Survey questionnaire along with your group's Cost Survey questionnaire no later than April 19, 1989 to: MGMA, 1355 So. Colorado Blvd., Suite 900, Denver, CO 80222, ATT: Steve N. Sarno, Senior Project Director. A pre-addressed envelope is provided for your convenience.
6. All survey data are confidential. A copy of the MGMA/CPA/HCA policy regarding confidentiality of survey data is enclosed.

Please complete and return no later than April 19, 1989.

Copyright 1989. All rights reserved. Medical Group Management Association, 1355 So. Colorado Blvd., Suite 900, Denver, Colorado 80222, (303) 753-1111. Development of this questionnaire and analysis of physician compensation data are supported by a grant from Coopers & Lybrand, St. Louis, Missouri, a national consulting firm specializing in physician compensation and healthcare consulting.

MGMA

Medical Group Management Association
1989 Production and Physician Compensation Survey

PART V. 1989 PHYSICIAN COMPENSATION REPORT SURVEY MAILING LIST

This part of the questionnaire provides information needed to properly distribute the *1989 Physician Compensation Survey Report*. This report will be provided at no charge to the medical groups that participate in the survey. One copy of the *1989 Physician Compensation Survey Report* will be mailed to the individual designated below.

All survey data are confidential. Please see the enclosed MGMA policy statement regarding how the identity of survey participants is safeguarded.

Name of Respondent: _____ MGMA Member Number: _____

Title/Position: _____

Name of Medical Group: _____

Address: _____

City: _____ State/Province: _____ Zip/PC: _____

SUGGESTIONS AND COMMENTS

THANK YOU FOR YOUR TIME AND EFFORT IN COMPLETING THIS SURVEY!

Sincerely,

MGMA Financial Management Committee
and MGMA/CPA/HCA Staff

Please return your completed questionnaire no later than April 19, 1989 to: MGMA Cost and Production Survey, 1355 So. Colorado Blvd., Suite 900, Denver, CO 80222, Attn: Steve N. Sarno, Senior Project Director. A pre-addressed envelope is provided for your convenience.

Medical Group Management Association
1989 Production and Physician Compensation Survey

PART I. INSTRUCTIONS AND DEFINITIONS

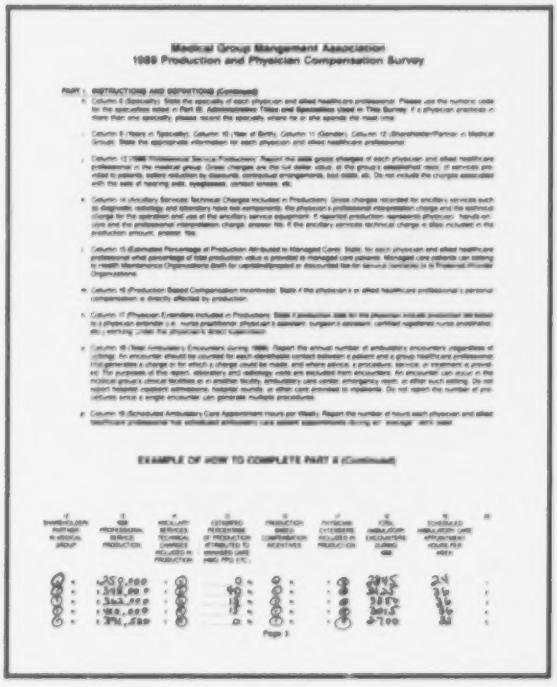
1. This information reported by your medical group should represent the production of only full-time group physicians and allied healthcare professionals. A full-time physician or allied healthcare professional is one who works a minimum of a 40-hour week (including patient care in clinic or hospital, hospital rounds, on call, and administrative duties). Data of regular part-time staff or staff not completing a full year of employment should not be reported.
2. All data reported should be for calendar year 1988 or your most recently completed 12-month period. Please do not report data for periods other than 12 months.
3. Report data for all full-time physicians in the medical group. If there are more physicians in the group than the 25 spaces available on the questionnaire, please photocopy Part II of the questionnaire found on pages 4 and 5 and use the photocopies to report all the remaining physicians.
4. Instructions for completing each numbered column on the questionnaire are as follows:
   a. Space 1 (ID): This space is reserved for GRANDATA use to code each questionnaire.
   b. Columns 2 and 26 (no title): This numbers in these columns help respondents align their answers in columns 4 through 19.
   c. Column 3 (ID): This column is reserved for GRANDATA use to code data.
   d. Column 4 (Total 1988 Compensation): For each physician and allied healthcare professional report the gross dollar amount paid by the medical group in his/her calendar year 1988, including taxable salary, other salary deferrals (401K or Keogh plans), incentive payments, research stipends, honoraria, all bonuses, etc. Do not include the dollar value of fringe benefits paid by the medical group such as retirement plan contributions, life and health insurance, automobile, etc.
   e. Column 5 (Estimated Compensation from Administrative Duties): Report the estimated compensation that is directly attributed to administrative duties. This amount is included as part of the total compensation reported in Column 4. Leave the space in this column blank if a physician does not receive compensation for administrative duties or if this compensation is less than $10,000.
   f. Column 6 (Administrative Title): Write the appropriate numeric code for the administrative title for each physician who has administrative duties. Please use the numeric codes listed in Part III, Administrative Titles and Specialties Used in This Survey.
   g. Column 7 (Estimated Percentage of Time Attributed to Administrative Activity): Show the percentage of t as time that is devoted to administrative activity.

EXAMPLE OF HOW TO COMPLETE PART II

A medical group has five physicians (three general internists, one gastroenterologist, and one noninvasive cardiologist), one of whom is the president of the group and receives additional compensation to reflect his role clinical activity. This medical group records professional services production as only "hands-on" care and the professional interpretation fee of ancillary services. The group does not utilize physician extenders. Also, this group has a contract to provide care to HMO patients referred to this group. these HMO patients are seen by three of the physicians. This medical group would complete Part II, 1988 Individual Compensation and Productivity Data, as shown below.

1 ID (CNTRL USE ONLY)	2	3 TOTAL 1988 COMPENSATION	4 ESTIMATED COMPENSATION FROM ADMINISTRATIVE DUTIES (LEAVE BLANK IF UNDER $10,000)	5 ADMINISTRATIVE TITLE CODE (LEAVE BLANK IF NO ADMIN. DUTIES)	6 ESTIMATED PERCENTAGE OF TIME ATTRIBUTED TO ADMINISTRATIVE ACTIVITY	7 SPECIALTY CODE (LEAVE BLANK IF NO SPECIALTY)	8 YEAR IN SPECIALTY	9 YEAR OF BIRTH	10 GENDER
		$ 89,000	$ 10,000	1	25 %	19	16	1943	M
		$ 174,680			%	19	10	1949	M
		$ 181,000			%	19	10	1950	M
		$ 2,237,000			%	19	10	1939	M
		$ 70,000			%	13	5	1956	M

EXAMPLE



Medical Group Management Association
1989 Production and Physician Compensation Survey

PART I. INSTRUCTIONS AND DEFINITIONS (Continued)

h. Column 8 (Specialty): Show the specialty of each physician and allied healthcare professional. Please use the numeric code for the specialties listed in Part III, Administrative Titles and Specialties Used in This Survey. If a physician practices in more than one specialty, please record the specialty where he or she spends the most time.

i. Column 9 (Years in Specialty): Column 10 (Year of Birth), Column 11 (Gender), Column 12 (Shareholder/Partner in Medical Group): Show the appropriate information for each physician and allied healthcare professional.

j. Column 13 (1988 Professional Service Production): Report the 1988 gross charges of each physician and allied healthcare professional in the medical group. Gross charges are the full dollar value, at the group's established rates, of services provided to patients, before reduction by discounts, contractual arrangements, bad debts, etc. Do not include the charges associated with the sale of hearing aids, eyeglasses, contact lenses, etc.

k. Column 14 (Ancillary Services Technical Charges included in Production): Gross charges recorded for ancillary services such as diagnostic radiology and laboratory have two components, the physician's professional interpretation charge and the technical charge for the operation and use of the ancillary service equipment. If reported production represents physician "hands-on" care and the professional interpretation charge, answer Yes. If the ancillary services technical charge is also included in the production amount, answer Yes.

l. Column 15 (Estimated Percentage of Production Attributed to Managed Care): Enter, for each physician and allied healthcare professional what percentage of total production value is generated by managed care patients. Managed care patients are defined by Health Maintenance Organizations (both for capitated/prepaid or discounted fee-for-service contracts) or by Preferred Provider Organizations.

m. Column 16 (Production Based Compensation Incentives): Enter Y if the physician's or allied healthcare professional's personal compensation is directly affected by production.

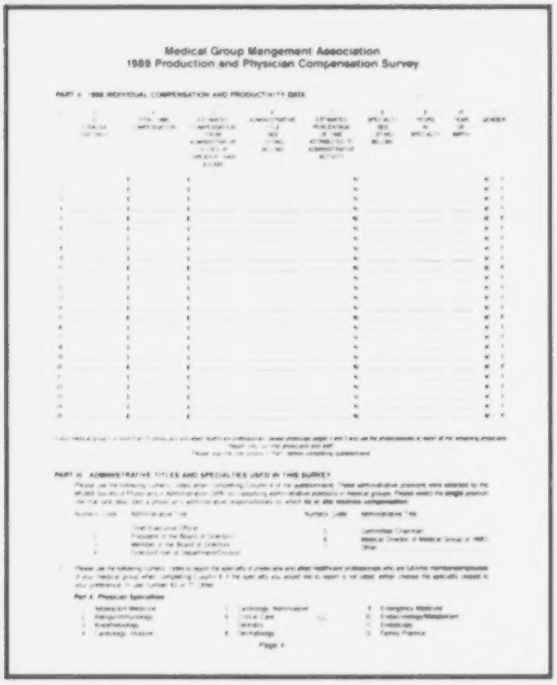
n. Column 17 (Physician Extenders included in Production): Enter Y if production data for the physician indicate production are based in a physician extender (i.e. nurse practitioner, physician's assistant, surgeon's assistant, certified registered nurse anesthetist, etc.) working under the physician's direct supervision.

o. Column 18 (Total Ambulatory Encounters During 1988): Report the annual number of ambulatory encounters (regardless of coding). An encounter should be counted for each identifiable contact between a patient and a group healthcare professional that generates a charge or for which a charge could be made, and where advice, a procedure, service, or treatment is provided. For purposes of this report, laboratory and radiology visits are excluded from encounters. An encounter can occur in the medical group's clinical facilities or in another facility, ambulatory care center, emergency room, or other such setting. Do not report hospital inpatient admissions, hospital rounds, or other care provided to inpatients. Do not report the number of procedures since a single encounter can generate multiple procedures.

p. Column 19 (Scheduled Ambulatory Care Appointment Hours per Week): Report the number of hours each physician and allied healthcare professional has scheduled ambulatory care patient appointments during an average week.

EXAMPLE OF HOW TO COMPLETE PART II (Continued)

11 SHAREHOLDER/PARTNER IN MEDICAL GROUP	12 GENDER	13 PROFESSIONAL SERVICE PRODUCTION	14 ANCILLARY SERVICES TECHNICAL CHARGES INCLUDED IN PRODUCTION	15 ESTIMATED PERCENTAGE OF PRODUCTION ATTRIBUTED TO MANAGED CARE (HMO, PPO, ETC.)	16 PRODUCTION BASED COMPENSATION INCENTIVES	17 PHYSICIAN EXTENDERS INCLUDED IN PRODUCTION	18 TOTAL AMBULATORY ENCOUNTERS DURING 1988	19 SCHEDULED AMBULATORY CARE APPOINTMENT HOURS PER WEEK
	M	$ 350,000		0 %			2845	24
	M	$ 348,000		90 %			3425	36
	M	$ 343,000		15 %			3805	36
	M	$ 180,000		12 %			3845	36
	M	$ 291,580		0 %			2700	24



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1989 Production and Physician Compensation Survey

PART II: ADMINISTRATIVE TITLES AND SPECIALTIES USED IN THIS SURVEY

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PART IV: GROUP DEMOGRAPHIC DATA

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CENTER FOR RESEARCH
IN AMBULATORY
HEALTH CARE ADMINISTRATION
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